

THE JOURNAL OF ELECTRICAL WORKERS AND OPERATORS

PROGRAM FOR AMERICA



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RECORDING • THE • ELECTRICAL • ERA

This Magazine . .

An international publication with a preferred circulation.

Read religiously by the pick of the electrical workers of the American continent.

Enjoys marked confidence of its readers, who own and operate its columns.

Serves as a mirror of the happenings, ideas, plans, accomplishments and aims of the labor movement throughout every industrial center of the United States and Canada.

Publishes exclusive articles of interest to labor everywhere and to the general public.

Fights for progress and the rights of wage-earners, for civilized industry, for clean government, for higher plane of living and for human welfare.

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Magazine

CHAT

From time to time this column has spoken a word for printer's ink and its power to affect men's minds. New evidence that other sections of our great union believe that printer's ink is still the most effective form of communication is revealed by the establishment of workers' publications.

Local Union No. B-3 has just become the publisher of "The Electrical Union World," an eight page newspaper published every two weeks. The editor is Harry S. Heustis. The Electrical Union World is a pungent, newsy newspaper gotten up in good professional style following the best rules of newspaper publication.

Two other publications are noted from two other local unions. Local Union No. 418, Pasadena, Calif., is publishing a vital tabloid type of paper called the "Flasher." It is attractive throughout and well written. It treats subjects in an editorial way of interest to members.

The other publication is called the "Newscaster" and is projected by Local Union No. 202. This, too, is attractive and serves adequately as a good medium of communication between the local union office and its membership.

These, of course, as everyone knows, are important and trying times to all American citizens, and any means by which local unions can increase good will and understanding between their members is all to the good.



A GERMAN AIRSHIP OVER WASHINGTON—THIS TIME A SHIP OF PEACE



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NO. 7

POLICY *Must March* *Before* PLANES, PILOTS

MR. AMERICAN WORKER, do you want to step to the tune called by a nazi sergeant or a secret service agent?

Do you want your nation to continue to be a first-rate power capable of defending its way of life?

Do you want passive or dynamic policy?

These contingencies depend upon you—your choices.

There is little time. The United States must enter a completely new era of activity. It must arm to the teeth, but before it can arm it must decide what is going to be its sphere of influence—its place in the sun—its *lebensraum*.

At first blush the American citizen will answer, we are going to defend the good old U. S. A. This seems to be the logical answer, but at times arise other questions that are intertwined with military demands. Can the United States defend the U. S. A. if Germany has air bases in Bermuda, Greenland or any other islands off our coast, or can the United States defend its own possessions if Germany has consolidated South America in a trade and military unit?

KEEP OUT FOREIGN POWERS

What about Mexico? It is because the national policy is so closely intertwined with military demands that the United States must decide at once what it shall undertake to do in respect to territory before it can adequately prepare its army and its navy. Our traditional policy under the Monroe Doctrine for more than a hundred years has been to forbid the entrance of foreign powers in the Western hemisphere. Certainly the United States could not permit any of the islands within a thousand miles of our coast line to be in the possession of a hostile power. This would include Greenland, Bermuda and foreign islands in the Caribbean. It has been asserted in Washington from unofficial sources that the United States would fight to protect these islands against the erection of hostile naval bases and airplane bases.

Two schools of thought have developed in regard to South America. One school

A program for
America is necessary. What
are we to defend?

believes that we should undertake to defend the South American republics against foreign aggression. Another school believes that this is impossible. The Southern republics are in many ways more closely bound to Germany by trade than they are to the United States. This does not mean that there are no United States investments or no British investments in South America. It means that the South American countries are largely producers of raw materials and not manufactured goods. These raw materials are in many instances produced in competition with raw materials produced in the United States and logical markets are Europe, not the United States. Moreover, Germany has been wooing these markets for a number of years. Also there are great colonies of German people in some of the South American countries. Brazil is a good example. Only recently the head of the Brazilian government made a puzzling speech that appeared to support Italy and Germany.

If the United States had four or five years' time in which to prepare its army, it might be possible to defend South America against European aggression, but if the showdown comes within six months or two years, it would probably be necessary for the United States to abandon this policy.

IF ENGLAND IS BEATEN

If Germany should succeed in destroying England and making England capitulate as it has France, there is little doubt that a close working alliance in continuation of long years of friendship could be worked out with Canada. This would give the United States more of North America, but Mexico remains a problem. Conflicting stories come out of Mexico. The Mexican government says officially that it is pro-Ally and pro-United States. It is well known that there are strong fifth columnist movements backed by Russia,

Germany and Japan. It is certainly true that from a military point of view the United States, if it were surrounded by friendly nations, could defend North America against war provided time enough could be given to prepare.

These facts should be kept in mind in regard to the present situation.

1. The age of minute men is forever past. Nations can not spring into arms over night. Gallantry and courage are not enough. Long, slow preparation is necessary.

2. Compared to total Europe dominated by Germany the United States is economically a weak nation. Though compared to any one nation it is "big and strong."

3. The United States stands at the crossroads of choice. It can not be passive. It can either capitulate or carve for itself a place in the world. It must move forward. It must be dynamic.

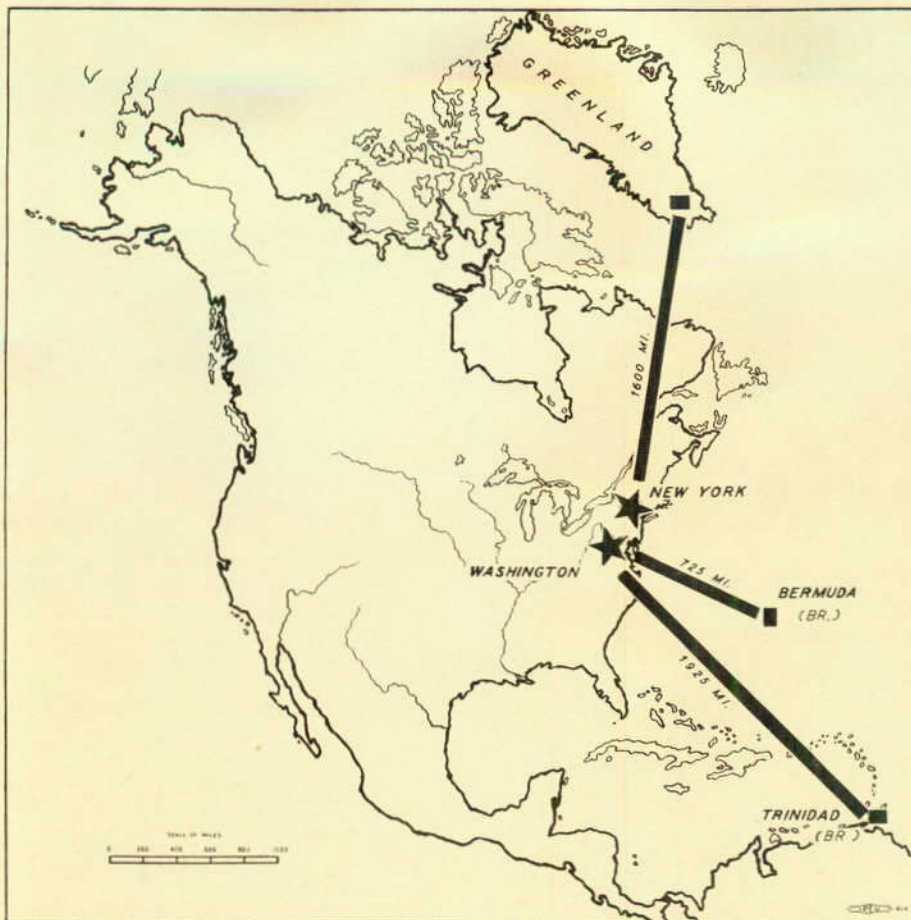
4. What shall be the sphere of the United States influence? Chiefly, shall it be the Western hemisphere or just North America or merely our present territory?

5. What of adjacent islands?

WHERE IS DEMOCRACY WEAK?

The secret of German military success is not mysterious. Germany has caught the democracies off balance by a type of warfare known as total warfare. Total warfare must be met by total defense and total defense can not be assumed over night. In fact it is Hitler's contention that no democracy can achieve total defense or total warfare inasmuch as democracy must permit differences of opinion, opposing points of view and freedom of action whereas total warfare implies the extremist kind of regimentation. In total warfare a nation mobilizes morally, militarily and economically. Every single resource of a great people is commanded by the central staff and every force commanded by the central staff is driven against the enemy. This coordination has been Germany's great secret. Coupled with this, of course, has been the utilization of mass production of war tools and the use of mechanized forces.

Germany has invented very little new in warfare except coordination. Even the idea of coordination was borrowed, it is said, from the United States in its brief war effort in 1917. Every principal weapon of war used by Germany, strange to say, originated in the United States. Tanks were first invented by Americans. The submarine was invented by Americans. The parachute device was invented



ISLANDS OF DESTINY OFF THE NORTH AMERICAN COAST

by an American sergeant. Airplanes were developed by Americans. All these terrifying tools of destruction originated in the United States and were brought together in a pitch of excellence by Germany and consolidated in a working force which like a devouring monster crushed all opposition.

England thought that it was prepared to resist but England was measuring its 1939 preparedness by its 1914 preparedness and not by the standards set up by Germany. This was also true of the little countries and by France. Measured by past standards, they were prepared, but measured by the new type total warfare they were ill-prepared.

TAKE COURAGE, AMERICA!

During the past few months citizens of the United States have begun to see the extent of this new total warfare and its terrific power, and this has brought to them the realization of our own weakness. The danger is that in this hour of realization Americans will overplay Germany's strength. Americans should list their own assets.

1. The United States has more raw materials and more natural resources than Germany.

2. America has a greater over-all plant and a greater industrial organization than Germany had when it started seven years ago to prepare the treacherous attack against humanity.

3. Mass production was the origination of American industry and more than any other country in the world, including Germany, we excel in mass production.

4. Americans do have a kind of rough discipline which Germany overlooks when it sneers at democracy. This discipline arises from self-control and voluntary effort long practiced under the democratic system.

5. The United States also has many of the hardy virtues of the pioneer. Indian fighting, the kind that Germany uses these days, is our meat. The theory that Americans have lost these pioneer virtues can hardly be sustained. In fact Germany's youth movement and Germany's athleticism are an imitation of the recreation that millions of young Americans have taken habitually for years.

6. Strange to say, America's large force of unemployed may be considered an asset in this situation.

It can at once be seen that our assets are very great if we move as a united nation toward mobilizing these assets for needed defense.

The June Survey of Business of the American Federation of Labor has this to say about national defense in a democracy:

"The \$4,300,000,000 National Defense Program will bring changes of far reaching consequence to all citizens and

particularly to working men and women. Huge industrial shifts must take place to produce the 50,000 airplanes, the battleships, motorized equipment, armaments and other supplies required. Plant capacity in strategic industries will be used to the utmost; production in other industries will be shifted from peace-time products to armaments; new plants will be built; whole communities may spring up in the Middle West around new plants, with new homes to be constructed for workers. A huge program for retooling American factories for this new production will require \$200,000,000 of machine tools, increasing the machine tool industry's prospective 1940 output by 50 per cent and taxing its capacity. Skilled workers are already in great demand.

PROTECT REAL DEMOCRACY

"The urgency of this program brings strong pressure for speed and efficiency, and the shifts to be made are difficult. This is a time when America needs particularly to safeguard her democratic procedures. Unless we preserve the principle of representation, we are in grave danger of losing the very fundamentals of democracy which we build armaments to defend; and once they are lost, no battleships or airplanes can restore them. We need to safeguard our representative organizations and keep them functioning throughout industrial and political life. Results should be accomplished by cooperation between government and groups representing business, labor, farmers, consumers and others concerned in production and distribution. Organized labor should be represented on all policy-making groups, as citizens of a democracy with a contribution to make. It is plainly obvious that labor should be represented on local boards for training of skilled workers. Wages and work conditions above legal minima should continue to be fixed by collective bargaining."

Another side of the picture—a taut finger held up in warning—is given by Henry Wallace, Secretary of Agriculture:

"That fact causes us more realistically than ever before to take stock of our situation. Here in the United States we still have a 'chosen land,' a land in which, because of abundant natural resources and less pressure either of internal population or of surrounding populous nations, mankind is less compelled to travel in specific channels by hard material fact than anywhere else in the world. But a little study shows us that we have developed our enormous wealth and power by a too lavish exploitation of our resources. If this is not checked by an adequate program of conservation our civilization is likely to be plunged into decadence and lower standards of living, like other great nations in the past.

"Thoughtlessly we have destroyed or wounded a considerable part of our common wealth in this country. We have ripped open and to some extent devitalized more than half of all the land in the United States. We have slashed down forests and loosed floods upon ourselves.

(Continued on page 391)



DAN W. TRACY
International President
International Brotherhood of Electrical Workers
Appointed
Assistant Secretary of Labor
July 2, 1940

Statement:

*To the Officers and Members of the
International Brotherhood of Electrical Workers*

I desire to avail myself of this privilege of officially informing you of my decision to accept appointment as Assistant Secretary of Labor in the United States Department of Labor and advise you of my resignation as International President of our unexcelled Brotherhood. My resignation becomes necessary, of course, in order to accept the appointment.

My decision to accept the appointment was prompted by my conviction that Labor, representative of a most substantial element of society, desires, and must be responsive to, opportunities extended for contribution to the service of government itself.

I do earnestly hope the membership of the I. B. E. W. will understand and concur with me in the opinion that the selection of the International President of the I. B. E. W. for the position in the Department of Labor constitutes a recognition of Labor by the National Administration of government—rather than an act conferring honor on an individual.

In relinquishing the office of International President I cannot escape consciousness of a feeling of

(Continued on page 390)

GREAT *Union, Goal* of GARMENT Workers

THE International Ladies Garment Workers Union has built its structure on a definite idea: The union is the supreme service agency for its members. The Garment Workers' organization, now happily returned to the A. F. of L., has pressed the idea of service in many directions. It has developed health programs, a great recreation center, theatre and entertainment, as well as carrying on varied educational activities, under a trained corps of teachers. The Garment Workers Union believes that anything a union cares to do for its members is legitimate union activity. All this is done in addition to carrying on economic protective services.

"PINS AND NEEDLES"

Blasé Broadway theatre-goers in New York received the start of their lives when, in 1937-38, the International Ladies Garment Workers Union, a labor union, staged the hit show of the season.

With pricks and darts of social philosophy scattered plentifully amid catchy, swing tunes and rollicking laughter, "Pins and Needles" proved to be a revue equal to the best of them. As we go to press the production has just completed its third triumphal season. This year's offering, "The New Pins and Needles," a second edition of the original, has been acclaimed by all as better than ever.

From sparkling gaiety, cloaked in sophisticated Broadway patter, to barbed repartee and moving pathos, "Pins and Needles" skips lightly through the gamut of emotions, throwing jibes alike at international politics and at economic and

Return of I. L. G. W. to A. F. of L. brings distinct philosophy and great record of achievement

social differentiations right here at home.

The actors of this Broadway sensation are all members of the Ladies Garment Workers Union—cutters and \$23-a-week sewing machine operators from the nation's dressmaking shops.

In skit after skit, fundamental labor concepts, "sugar-coated" with swing but none the less profound, are set out before the audience. The show strikes a new note. And the audience has demonstrated unmistakably that it likes it.

EDUCATION

Dramatic productions form only one minor phase of a broad educational program designed to encourage I. L. G. W. members to self-development and self-expression along artistic, cultural, intellectual and social lines.

The union owns and operates a theatre known as the Labor Stage. Under the auspices of its educational department, it arranges conducted tours to art and natural history museums, organizes glee clubs and instrumental groups, produces weekly radio programs, offers swimming instruction and helps form sport teams under trained leadership. It holds picnics, excursions, dances and jolly get-togethers.

The educational department also functions as an agency through which members may purchase current books and

tickets to concerts and leading theatrical productions at greatly reduced prices.

The I. L. G. W. educational program has its serious objectives as well as its lighter, recreational activities. Founded in 1917, the educational department has been a pioneer in its field. It has persisted and expanded until it now touches practically every phase of the worker's life.

The educational department was established along the lines of the philosophy expressed by Gompers when he said, "Whatever progress the American labor movement makes rests on an educational basis."

Primary among its activities are the classes which the educational department conducts among I. L. G. W. members. The national concentration of the major portion of the dressmaking industry in New York and in a few other highly industrial, localized spots makes such classes possible.

Topics cover a multitude of subjects, ranging from English, citizenship, public speaking and parliamentary law to practical psychology, current events, advanced economics, labor problems and history and union aims.

TRAINING LEADERS

Through its classes the educational department seeks to train leaders capable of handling local union affairs. Competent teachers are secured. Classes follow the outline and discussion method. They meet in public school buildings or in the local "Unity Centers," which serve to combine the functions of club rooms, libraries, meeting and social halls, and sometimes house local union headquarters. The year 1938-39 brought 20,000 students to 673 I. L. G. W. study, discussion and recreational groups. Twelve scholarships to labor schools were granted during the year.

The organization contributes financially to the support of Brookwood Labor College and to Manumit, an experimental school at Pawling, N. Y., for workers' children, and to similar labor educational institutions.

The library of the I. L. G. W. educational department is one of the libraries specializing in labor material. The department publishes pamphlets, outlines, posters and bibliographies for the use of its members.

The department arranges frequent lectures by prominent speakers on subjects of prime social significance or of special interest to labor. Several sets of slides have been prepared to illustrate lectures and three strips of film have been made depicting the history of the ladies' garment industry and the organization of its workers.

With the aim of enabling workers to preserve their own health by preventing and checking disease, the International Ladies Garment Workers, as far back as 1917, established its Union Health Center in New York.

Here they maintain medical, X-ray and physio-therapeutic departments, with excellent clinics for dentistry and the treatment of occupational and other diseases.

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A DICTATOR TELLS 'EM—
a scene from I. L. G. W.'s "Pins and Needles"

SECRETARY *Again Sits* on S. S. B. COUNCIL

G. M. BUGNIAZET, international secretary, International Brotherhood of Electrical Workers, has been selected again to sit on an advisory council for the Social Security Board. The title of this council is Federal Advisory Council for Employment Security.

Secretary Bugniazet sat last year upon the council established by the Old Age and Survivors Insurance Bureau of the board and took a leading part in formulating the 1939 amendments to the Social Security Act. These amendments greatly liberalize the Act. The new advisory council on unemployment compensation is set up under an Act of Congress.

TIED WITH EMPLOYMENT

It is expected that the Advisory Council on Employment Security will have an unusually important function inasmuch as the United States Employment Service is a part of the Employment Security Bureau. Many defense matters will come within the purview of this advisory council. Other American Federation of Labor leaders who are named on the council are:

David L. Behncke, president, Airline Pilots Association

Harvey W. Brown, president, International Association of Machinists

John Coyne, president, Building and Construction Trades Department

George M. Harrison, president, Brotherhood of Railway and Steamship Clerks

Agnes Nestor, first vice president, International Glove Workers Union of America

Florence C. Thorne, director of research, American Federation of Labor.

The council numbers about 45 members and is chairmanned by Bryce Stewart. Mr. Stewart was formerly an employee of the government. The council is set up with an equal number of employers and equal number of labor representatives, with a large bloc representing the public.

DISTINGUISHED GROUP

Other notable names on the council's list are:

Miss Frances Perkins, Secretary of Labor

John B. Andrews, American Association for Labor Legislation

J. Douglas Brown, Princeton University

William Haber, formerly professor, Michigan State College

Kenneth Hones, Farmers Equity Union

Dr. John A. Ryan, Catholic University

Edwin Witte, University of Wisconsin

G. M. Bugniazet recognized as valued authority on Social Security

Edward F. McGrady, National Broadcasting Company

Edward Harding, Associated General Contractors.

Two actions taken by the first session of the advisory council relate to defense. The first ruled that both employers and labor should have access to employment service offices, and second, it was ruled that no person who was not a citizen with at least his first papers would be placed by the employment service offices.

"The Federal Advisory Council to the Social Security Board, subject to the controlling approval and acceptance of the National Defense Commission, therefore recommends that:

"1. All employers be encouraged to file promptly with their local public employment office, either directly or through such employment agencies as they regularly use, both (a) their immediate requirements and (b) their prospective requirements by occupation and skill; and not to advertise or solicit competitively anywhere, nor to recruit outside their immediate locality, until the local employment office has had an opportunity to meet such requirements locally or through its intercity and interstate clearance machinery.

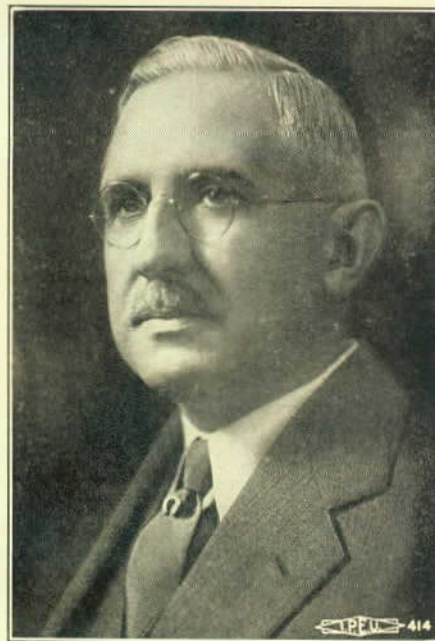
REGISTRATION ENCOURAGED

"2. All persons employable for needed occupations but not now registered with public employment offices — including skilled workers now employed on other jobs—be encouraged to register promptly with their local public employment offices and not to apply for work or move to other cities without first ascertaining from their local public employment office the localities in which there is a demand for their type and grade of skill.

"If recommendations 1 and 2 are systematically and thoroughly followed, undesirable and unwarranted dislocation will be minimized.

"3. The employment offices immediately proceed, in order of indicated need, with a reexamination of applicants in both the active and inactive files, in order to ascertain the primary and secondary skill available in occupations for which demands are increasing.

"4. As a basis for, and to the end of insuring, a comprehensive, flexible, and high-speed program of training to meet immediate and long-term needs for production and skilled workers:



G. M. BUGNIAZET

"(A) The employment service at the same time ascertain the capacity of such workers to qualify for:

"(a) essential occupations by supplementary training;

"(b) immediate attention be given to the problem of selection and training of instructors for service within public and private agencies;

"(c) all training programs for national defense and all cooperating educational institutions which are federally aided, supported or controlled, be maintained without discrimination in the admission and treatment of trainees or students, on the grounds of race, creed, or color;

"(d) the National Defense Commission give organized attention to the early coordination of all needed facilities and activities for training and retraining purposes.

"5. To effectuate the foregoing, the Bureau of Employment Security proceed at once to a reappraisal of its organization, procedures and personnel at federal, state and local levels, to insure that it is adequately prepared and staffed to meet all needs that the National Defense Commission may place upon it.

"6. Since the success of any employment and training program depends upon maximum decentralization and efficiency in each locality where supply and demand meet at the job level, steps be taken immediately to bring to full strength and effectiveness both state and local advisory councils to the employment service (as respectively required and recommended under the Wagner-Peyser Act), the same to be fully representative of the parties at interest—i.e. an equal number of representatives of labor and of employers and, included among the public representatives, interested and qualified representatives of such groups or services as veterans, rehabilitation, junior employment, schools, and vocational guidance, training, social and relief agencies, and of

(Continued on page 400)

MEXICO *May Play* GRAVE ROLE *in 1940*

It is probably more accurate to say that the Republic of Mexico is *not* understood by the average citizen of the United States, than to say that it is *mis*-understood.

Yet, if sound relationships between the nations of the Western Hemisphere are to be established on the basis of mutual good-will and confidence under the leadership of the United States—as the course of events in Europe makes increasingly desirable—then there is an urgent need for the exercise of some effort on the part of Americans to understand Mexico.

Mexico's proximity to the United States is only one of many factors making the relationship between these two republics especially important in the days ahead. Though Mexico is roughly only one-third the size of Canada, her population of approximately twenty million is almost double that of our northern neighbor. In relation to the Latin-American countries, Mexico is the third largest in area and the second largest in population.

It is a matter of common knowledge that there have been and are today points of serious friction between Mexican and American interests. Irrespective of whether the other Latin-American countries have approved or disapproved of those Mexican policies which have antagonized various American interests from time to time, it is only natural for those countries to weigh our promises for the future against our practices toward Mexico in the past—even as Americans themselves judge of the professions of the European dictators in relation to the treatment they have accorded their immediate neighbors.

Labor
in republic to south was more
closely knit to A. F. of L. Will it
return?

MEXICO'S REVOLUTION

The Mexican revolution of 1910 was significant. It represented genuine gains for the Mexican people, as distinguished from gains to a faction of the upper caste. The battalions of the Mexican labor organizations made an indispensable contribution to the revolution's success. So did American labor. In the opinion of most persons informed on the subject, any Mexican administration which is opposed by the government of the United States has little chance of surviving. When the American government was on the verge of extending recognition to the counter-revolutionary, reactionary government of Huerta in 1913, an act which would probably have been fatal to the revolution, Samuel Gompers, who had long been interested in and sympathetic with Mexican labor, together with many other leaders of the American Federation of Labor, persuaded the American government to withhold its recognition.

LABOR COOPERATION

As the revolution progressed, a considerable portion of Mexican labor was organized into the Confederacion Regional Obrera Mexicana, better known as the CROM, under the competent leadership of Luis Morones, friend and admirer of Gompers. In 1918, largely as a con-

sequence of Gompers' untiring efforts, the A. F. of L. and the CROM joined hands in the Pan-American Federation of Labor.

At a later date, when the Mexican government was again seriously threatened by a military rebellion supported by the great land-holders, the A. F. of L. rendered additional valuable service to Mexican labor by supporting an American arms embargo against the rebels and on its own initiative cooperating to prevent the smuggling of arms to the enemies of the government across the border. Of this feat one historian has observed that perhaps never before was international labor cooperation more effectively demonstrated than on that occasion.

Another signal blessing which flowed from the organization of the Pan-American Federation of Labor was the opportunity it afforded American labor of counteracting the influence of German propaganda during the World War.

GOVERNMENT NEEDED UNIONS

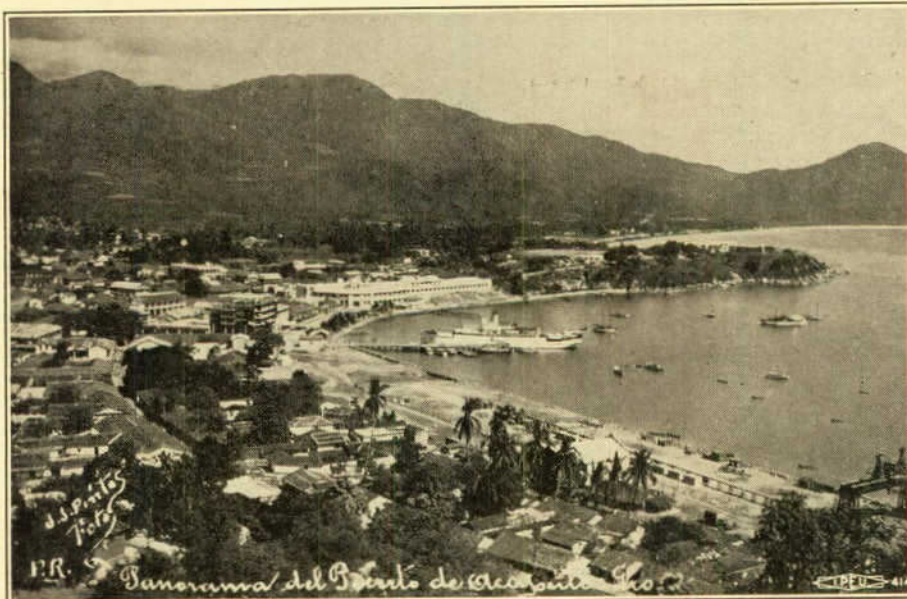
Hostile critics of the CROM have condemned it as being an instrument of the Mexican government. To some extent it was that, for the government was in sore need of strong civilian institutions to balance the tremendous influence of the army in political and economic affairs. Morones was even given a cabinet post. But in the face of Mexican realities the relationship between the union and the government partook more of the nature of a virtue than of a vice.

During the administration of President Calles, 1924-28, apparently as a result of one of those too-typical situations where the Mexican government was caught between opposing pressures, the CROM fell out of its favored position with the government. The CROM was pressing for a quicker realization of the constitutional reforms while at the same time foreign investors in Mexico were applying strong political pressure through their governments to retard further changes. The president yielded to the pressure of the foreign governments. Thereafter, though the CROM continues today as a strong labor union, another labor organization known as CMT has been more conspicuously related to the government.

THE GOOD NEIGHBOR

As Mexico continues to struggle against the handicaps of her past, striving to reduce the poverty, demoralization of character and illiteracy which were inflicted upon her by former rulers, seeking to attain economic and political independence for her people, first the shadow and then the flesh of the international crisis added to her already heavy burdens. Her weaknesses attract foreign conspirators hopeful of sacrificing Mexico to prevent hemispheric harmony. The propaganda of power politics blends with that of private economic axe-grinders.

Americans owe it to themselves, and to Mexico, and to those ideals of democracy which they share in common, to be cautious lest they attribute to the people or government of Mexico that which should properly be attributed to her foes as well



MEXICAN PORT ON THE PACIFIC

(Continued on page 400)

NOW more than ever, the traditional relationships between the United States and Canada are being lauded. The close trade, sentimental, commercial, and perhaps defensive relationship between the two great republics—one with loyalty to Great Britain—has been accentuated by the Second World War.

Canada is a part of the British commonwealth of nations. Though an independent dominion, which receives a royal governor from England and keeps up all traditional and sentimental bonds between itself and the mother country, it has voluntarily given tremendous aid to the homeland in the present crisis.

Few Americans know, however, that the good relationships between Canada and the United States have been cemented by the workers of both countries. The great bulk of the trade union movement is directly affiliated with the international unions of the American Federation of Labor. The principal labor movement in Canada, which heads into the Canadian Trades and Labor Congress is all A. F. of L. Fifty-three international unions with their home offices in the United States have strong local unions in Canada. In fact, a meeting of the Canadian Trades and Labor Congress resembles strongly a meeting of the American Federation of Labor.

BONDS ACROSS BORDER

The bonds between this great popular movement and the labor movement of the United States are wide and deep. The International Brotherhood of Electrical Workers, as everyone knows, is one of the international unions with strong branches in Canada. E. E. Ingles of London, Ontario, is vice-president in charge of this great area. The International Brotherhood of Electrical Workers has 52 local unions in Canada. The American Federation of Labor unions in Canada represent about two-thirds of the Canadian labor movement. Other branches of this movement are Federation of Catholic Workers, the railroad brotherhoods which pursue a policy independent of other trade union groups, and the Canadian Federation of Labor, an indigenous group, small in numbers, which is intensely nationalistic and does not wish to accept affiliation with unions in the United States. It has several times requested that it be recognized as the national labor movement of Canada.

In Canada, the general legal status of trade unions is laid down by a series of laws commencing in 1862, modeled closely on British legislation. The first central trade union in Canada was formed in 1873. This did not last long, and it looked as though organized labor was in for bad going in Canada, when Samuel Gompers successfully organized the American Federation of Labor in the United States, and greatly encouraged Canadian trade unions. The Canadian Trades and Labor Congress, modeled upon the American Federation of Labor, rose to ascendancy in 1895.

BONDS *With Canada*

WIDE *and* DEEP

Labor has done much to build good relations with our friendly neighbor on north

BUSINESS RELATIONSHIPS

Just as there are strong ties between Canadian workers and the United States workers, there are also strong ties between Canadian and United States big business. There is hardly a great firm in the United States which does not have Canadian branches. If a United States citizen goes to a city like Hamilton, a great industrial city, he will feel very much at home, because he will see names like at home, General Electric, Westinghouse, Procter and Gamble. Nearly all the big motor companies have branches in Canada as does the American Telephone and Telegraph Company, but it must be recognized that the human bonds between trade unionists are more profound than those that represent links between branch business houses.

The Canadian labor movement has had a substantial growth, gaining each year. It is made up pretty much as is the American Federation of Labor, with local unions, central bodies, and the Trades and Labor Congress meeting annually. Trade union benefits are paid by many international unions totalling millions of dollars.

All this does not mean there have not been strong bonds also with Great Britain. The Canadian unions have always had close fraternal relationship with the British labor movement, and they are

also affiliated with the International Labour Organization.

DEMOCRATIC GOVERNMENT

Canada has been described by one writer as a parliamentary democracy. It is ruled by a majority of the members of the House of Commons of the Dominion Parliament. The Constitution of Canada is contained in the British North American Act of 1867. Unlike the American Constitution, it is not wholly written, but it does contain provisions limiting the powers of the Dominion and the several provinces.

Though Canada is a part of the British commonwealth of nations, it is surely part of North America. It has strong ties with the United States. If there should ever come a time when the two great democracies needed to weld their interests more closely, it would not be difficult; and in that hour, it would not be difficult to say that organized labor has broken the road and smoothed it for this great consummation.

If thou workest at that which is before thee, following right reason seriously, vigorously, calmly, without allowing anything else to distract thee, but keeping thy divine part sure, if thou shouldst be bound to give it back immediately; if thou holdest to this, expecting nothing, fearing nothing, but satisfied with thy present activity according to Nature, and with heroic truth in every word and sound which thou utterest, thou wilt live happy. And there is no man who is able to prevent this.—Marcus Aurelius.



HOUSE OF PARLIAMENT OF BRITISH COLUMBIA AT VICTORIA



FRANK FENTON

SOMEONE has described the A. F. of L. regional conferences now materializing throughout the United States under the leadership of Frank Fenton, director of organization, as "painless workers' education." These conferences are built up on a regional basis. They bring together the practical leaders of labor to discuss usually not the practical affairs of the daily union business but some of the larger issues in the circumference of the labor man's life. Topics that have proved especially popular at these meetings are Social Security, including

Health or disability insurance
Wages and hours legislation, federal and state
Housing and public works program
National defense program
Organization.

The regional conferences are built up on a scientific basis and have been made to click by good showmanship methods supplied from the Washington office. They are particularly interesting to electrical workers inasmuch as Dan W. Tracy, international president, acted as one of the advisers to Mr. Fenton in the organization of this unique method of forwarding workers' information.

That these conferences are up to the minute is indicated by the fact that one of the principal topics on the agenda refers to national defense work. This subject deals with questions of labor supply and labor inventories. It discusses the relationship of available members for defense work to the union by way of registration and to the U. S. Employment Offices by way of registration. In line with this important topic is the question of retraining courses for union members, in particular, for those unable to find jobs at usual or regular occupations. Mr. Fenton himself is an expert in this field.

Room is left on the program for discussion of apprentice training in relationship to national defense and for the

A. F. of L. REGIONAL CONFERENCES *Take Hold*

Get-togethers
to discuss practical problems
of workers prove increasingly
popular

discussion of vocational education also in relationship to apprentice training and defense. These conferences will consider the possibility of the union finding competent union members to teach in vocational schools.

Other questions that are given a prominent place in regional programs refer to getting enforcement of minimum wage and maximum hour standards under the Fair Labor Standards Act; the relationship of unions to housing and public works programs.

In addition to these burning public questions the conference discusses intimately vital questions of organization, the improved machinery for the relationships of local unions, central labor unions and state federations to the central A. F. of L. headquarters, and such other practical matters. It can readily be seen that here is a vital vehicle for carrying on educational work via the "painless" route.

CHICAGO NEXT HOST

The next conference is scheduled for some time in August in the city of Chicago. It will be under the immediate direction of Joseph Keenan, I. B. E. W. member, and secretary of the Chicago Federation of Labor.

The last conference was held in Hartford, Conn. It was known as the New England Regional Conference of Unions Affiliated with the American Federation of Labor. There were 1,000 delegates in attendance, 100 of whom were delegates from the unions of the I. B. E. W.

Saturday noon, May 25, the Massachusetts State Association of Electrical Workers and the Connecticut State Association of Electrical Workers jointly gave a luncheon in honor of President Tracy at which all of the electrical worker delegates were the guests of the two state associations.

Among those in attendance were Vice President Regan, Representatives Steinmiller, Kenefick, Fessenden, Moore, Acker and McCurry and Henry J. Tierney, president of the Connecticut State Association of Electrical Workers, and Frank P. Fenton, director of organization of the American Federation of Labor.

TRACY'S SIGNIFICANT MESSAGE

Representative Steinmiller introduced Vice President Regan as the toastmaster and brief talks were made by Tierney, McCurry and Fenton. President Tracy

was then introduced and gave a very splendid report of the progress which has been made in recent years, pointing out that new fields of earning opportunity were being organized such as the neon sign industry, radio broadcasting, electrical manufacturing and radio manufacturing. He also pointed out that the electric utility field was 70 per cent organized. He stated that such progress was only made possible because of the cooperation of our local unions.

On Sunday morning President Tracy addressed the regional conference and spoke of the developments in connection with the defense program in Washington. He pointed out that labor had received more consideration from President Roosevelt than from any other President of the United States but that many of the gains which labor had made under Roosevelt were being sabotaged by government administrators who misinterpreted and distorted the law. He pointed particularly to the National Labor Relations Board as an example.

COMBATS "SHORTAGE" RUMOR

He further stated that an effort was being made to create the impression that there was a shortage of skilled labor which would be needed for the defense program and he guaranteed that if any government official or any contractor, manufacturer or organization would advise the International Brotherhood of Electrical Workers of the number of skilled men they required, he would furnish them that number of qualified skilled workers anywhere in the United States.

There is only one wish realizable on the earth; only one thing that can be perfectly attained: Death. And from a variety of circumstances we have no one to tell us whether it be worth attaining.

A strange picture we make on our way to our chimeras, ceaselessly marching, grudging ourselves the time for rest; indefatigable, adventurous pioneers. It is true that we shall never reach the goal; it is even more than probable that there is no such place; and if we lived for centuries, and were endowed with the powers of a god, we should find ourselves not much nearer what we wanted at the end. O toiling hands of mortals! O unwearyed feet, travelling ye know not whither! Soon, soon, it seems to you, you must come forth on some conspicuous hilltop, and but a little way further, against the setting sun, descry the spires of El Dorado. Little do ye know your own blessedness; for to travel hopefully is a better thing than to arrive, and the true success is to labor.

—Robert Louis Stevenson.

Rapid CHANGES Dictate Many Union RESTRICTIONS

JURISDICTIONAL disputes are not the result of depravity on the part of labor. They are the result of technological change. When a new material or a new process is introduced more than one union may believe it has a just claim to do the work involved.

To a research man who has made a study of technological change the union attitude seems the only possible reasonable stand in a chaotic picture. Trade unions must exert a braking influence on technological changes in industry if they are to fulfill their function of guarding the security of their members—if, indeed, the unions themselves are to survive. Organized labor in seeking to apply such controls has acted in a sane and necessary effort to protect the welfare of the working population.

Thus the conclusions drawn from a nation-wide, five-year study recently published by the WPA National Research Project covering reemployment possibilities and recent changes in industrial techniques. This particular report is titled "Trade Union Policy and Technological Change." Assistant WPA Commissioner Corrington Gill is directing head of the research project; author of the report is Harry Ober.

"The dislocating effects of changes in industrial techniques," according to Mr. Gill, have caused "serious hardships for workers. Accordingly, most trade unions have attempted to deal with this problem." Questions which have been forced to attention through the pressure of technological change and in the solution of which the unions have and should exert their influence on behalf of the workers affected, include:

1. How rapidly are the changes to be introduced?
2. How many workers will be employed after the change has been instituted?
3. Which of the workers are to retain their jobs?
4. What is to happen to those who will no longer be needed at their old jobs?
5. How will the change affect the physical conditions of work and how will it affect future incomes?

MEASURES OF PROTECTION

Whether unions could meet the challenge successfully depended on whether they were able to maintain their union organization with fairly uniform standards over the entire competitive market. It takes a national organization both intelligent and powerful to do this. Then they have been able to deal with the problem in an orderly way through collective bargaining agreements. Among the measures of protection evolved, Mr. Gill mentions "regularization of the rate

New jurisdictional disputes seen as arising out of technological advancement. Union defends itself. Report differs with Thurman Arnold

of mechanization, the limitation of the hours of work and of work loads, the retraining of workers, transfer to other jobs, the payment of dismissal wages where retraining or transfer did not prove feasible, the improvement of health and safety standards, and the safeguarding and improvement of previous earning levels."

Technological change is not new. It has been going on at various degrees of speed ever since the invention of the steam engine brought on the Industrial Revolution. Its course has always been marked by economic upheavals and individual tragedies as whole groups of workers found their trade skill made use-

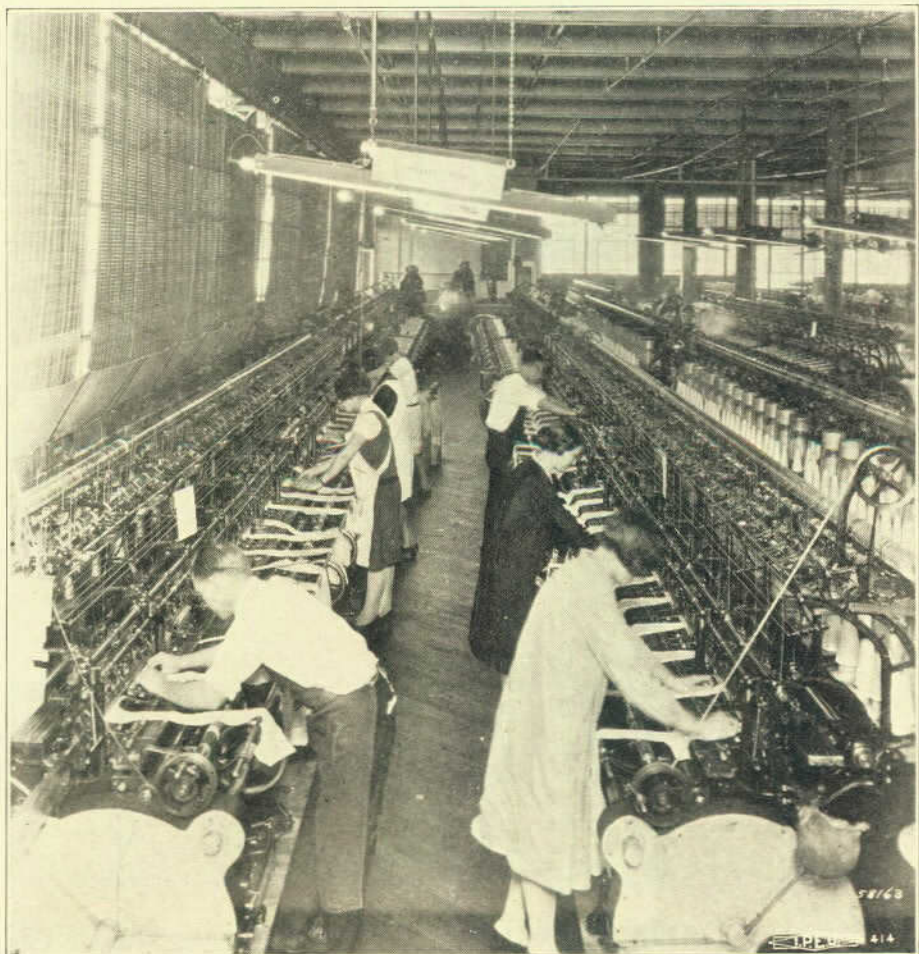
less by the introduction of a machine process. And, Mr. Ober writes:

"For over a century trade unions have been the first line of defense against all forms of insecurity that their members and workers in general have been exposed to as a result of the introduction of technological changes."

Individual workers, investigators found, have not been eager to adapt themselves to new jobs, especially while a change is in process, and it is still possible to get work with their old skills. Where union leadership inclined to this same attitude it has resulted in the dwindling to destruction of the union itself. Those unions which have survived and particularly those which have grown in membership and strength are the ones which have developed the ability to deal with technological changes as they arise, safeguarding the welfare of their membership, while at the same time maintaining their control of the industry through collective bargaining. Mr. Ober states:

"In practically all instances the union leadership has been quick to sense the effects of technological change and advocated revision of policy long before the membership was ready to accept it. This may be due in large measure to the fact that the officers of the unions are concerned to a greater extent with the task of preserving the union as an institution. Failure to extend the jurisdiction of a union over the new processes of produc-

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MODERN TECHNOLOGY KEEPS MOVING AND UNION POLICY MUST MOVE WITH IT



J. SCOTT MILNE

"Employees' Relation to Management," an address before the Twelfth Annual Institute of Government, at the University of Southern California, on June 10, 1940, by J. Scott Milne, Vice President, International Brotherhood of Electrical Workers.

AT THE outset let me say that I am happy to be present at this important gathering to speak on such an important subject—"Employees' Relation to Management." Perhaps my very presence here symbolizes the new state of public opinion in regard to unions. Of course I rejoice in this fact. The subject is a broad one and may be treated in many different aspects. It offers a chance, if I wish to take it, to review the historic development of labor unions with respect to employers over the last 100 years of American life—a task which I shall refrain from—taking it for granted that most of you are familiar with this history. I shall content myself with facing the present problem of relationships with workers and management in this hour of American life in so far as I can do so.

First, let us not forget that what we are really asking here is, can organized workers make a contribution to technology? Let us not forget that we are operating in a technological age and that industry, as we know it, generally speaking operates on a definite body of engineering data, organizational procedures, forecasting and research information. This is really what technology means—the application of specialized knowledge to every given function in the industry, production, distribution, marketing, and sales. Labor's chief complaint against modern industry is, too frequently labor relations to management are allowed to dwell in the old obscurity of instinct and warfare, and too infrequently does management apply the same scientific approach to labor problems which it so skillfully applies to production, distribution, marketing and sales.

EMPLOYEES & *Management*

Discussed by MILNE

Vice president appears before 12th Annual Institute of Government, University of Southern California

I only refer in passing to the fact that collective bargaining has now become a definite legal right backed by laws passed by Congress and I shall remind this audience that collective bargaining has always been a human and constitutional right of labor. The laws of the last 10 years have merely underwritten the changed public opinion and ratified successful policies that have been in effect within industry for many years.

MANAGEMENT'S PLACE

The International Brotherhood of Electrical Workers, an integral part of a rapidly expanding modern industry, has always tried to live up to its responsibilities in its relationship to management. I quote from a recent address before the Industrial Management Society entitled "Labor's View of Time and Motion Study," by M. H. Hedges, director of research, International Brotherhood of Electrical Workers:

"It is my opinion that by the expansion of the functions of management and the extension of its goals into the social field, we have our sole opportunity to solve the vexing problems of industry, including the perennial war between capital and labor. By management, I mean that area of activity within industry where there is an opportunity to develop objective judgments and to apply them to any given problem. Indeed, it appears to me that our major hope to combat the false assumptions of fascism and communism lies in the realm of disinterested research as applied to human relations. For this reason I have ventured to call these remarks the creative forces in industry.

"The American Federation of Labor has never had any quarrel with management. The seat of disputes has lain rather outside the periphery of management, with owners, chiefly absentee owners, as and when they imposed upon management conditions and policies which prevented the exercise of objective judgment, and the use of disinterested information to remedy current problems. It is no exaggeration to declare that management has succeeded well in American industry when it has been left free to operate as management, and has failed when it has had imposed upon it judgment of financiers or mere profit-takers.

"Thinking labor leaders not only in the United States but throughout the world

today are aware that class struggle pursued as a philosophy and policy can create exactly nothing. To paraphrase Benjamin Franklin, there has never been a good class war and there has never been a bad conference between capital and labor.

"Because management represents the creative nucleus of industry, because from that center stream all projects, all ideas and all innovations, labor must insist that it shall have a share in this activity, especially in the creation of those policies that directly and materially affect the welfare of the workers and their families. Workers in a small way are also creators in industry and there is a living bond of interest between the managers who lay out total jobs and the workers who execute these plans."

For your information I am now going to outline some of the things I see in the labor world which hopefully suggest that labor is continuing to adjust itself to management as described by Mr. Hedges.

TALKING MANAGEMENT'S LANGUAGE

First, there is arriving in the labor movement a new type of leader who, though he may not call it the scientific approach, is well aware of and is capable of using the scientific approach in his negotiations and relations with management. Take the union business agent's job as a job. He handles much of the business affairs of the local union, an industrial unit of 5,000 or 6,000 men. He must be capable of meeting employers, of understanding their technical problems, and aiding in their particular projects. He must be an A-1 craftsman himself. Consider for a moment the daily routine of a business agent. Early he is adjusting a dispute on a job, involving conferences with employers, lawyers and representatives of other trades. Next, he is answering a complaint about faulty work on an adjacent job. Next, he is handling a grievance on an apartment house; next, on a theatre. Noon finds him conferring with employers in a distant section of his territory. After a hurried lunch, he again takes to the open road answering calls and keeping appointments—and so it goes all day. Then come the night meetings. In addition to this routine, he must attend to office matters; he must attend to correspondence and secure new work for his men. He not only must carry on much of the business of the union but must enter into the individual lives of its members and solve many of the human problems which show themselves. In a very real sense, he is a humanity engi-

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I. O. Speaks Out

for NAVY MEN

THE United States Navy Board hearings which got under way in Washington in June brought representatives from all the important navy yards to Washington to meet at the International Office of the International Brotherhood of Electrical Workers to work out a common brief for presentation. The case was in charge of Joseph S. McDonagh, formerly of the Civilian Naval Service of Brooklyn, and now legislative representative of the International Brotherhood of Electrical Workers.

All the crafts were represented at the hearings in Washington and all requested increases in hourly wage scales. It was also requested that the building industry should be considered comparable under the regulations of the United States Navy Board which dates back to 1862, under which wages are predicated.

The International Brotherhood of Electrical Workers case made the following points:

Gentlemen, it was inevitable that certain differences of opinion should arise in the present period of wage negotiations. These differences of opinion have resulted in a lack of uniformity of practices among the local boards set up by order of the Navy Department and also unhappily gave rise to perhaps a sense of injustice by the workers themselves. In the main, these differences of opinion revolve around the following questions:

What is a comparable industry?

What is vicinity?

What is average prevailing wage?

What is the nature of electrical skill?

BASIS OF COMPARISON

A sharp difference of opinion has arisen between the workers' committee and the navy boards on the question of what is a comparable industry. In the main this has revolved around the question as to whether the building construction industry in the vicinity of the navy yards should be considered comparable to navy yard electrical work. Without exception local committees of electricians believe that the construction industry should be so included. In the case of Boston, it is apparent that the officers sitting upon the local navy board also agreed that the construction industry should be included. In the case of Mare Island there was such inclusion in part but the local committee of electrical workers believe that the telephone industry should also be included. It is obvious that uniform practice should obtain in this respect.

Surely if any industries are comparable to the electrical work performed in navy yards, it would be other branches of the electrical industry. The electrical

International
appears before U. S. Navy
Board to ask increase for
naval electricians

industry is of one piece. It is so regarded by nearly all members of this industry and nearly all students of social sciences.

I earnestly request that every branch of the electrical industry be included in the category of comparable industries and in particular the electrical construction industry. I do so for the following reasons.

1. The electrical construction industry offers a source of supply for navy yard electricians from time immemorial. It may be regarded as the chief center of supply for navy yard electricians. Local Union 664 of Brooklyn, N. Y., has made a study of this question in reference to the Brooklyn Navy Yard. They scanned the records of men employed by this yard during the last three years with the following results:

Building tradesmen	-----	144
House wiring men	-----	48
Shipyard men	-----	21

Of the 144 men that were drawn from the building trades, 54 were never laid off, attesting to the fact of the competency of their work. Forty-nine were laid off but were recalled, again attesting to the competency of their work. Three have obtained the grade of supervisors.

SKILLED MEN NEEDED

It is apparent that if the navy did not have this source of supply, it would be hard put, based on these findings, to man the navy yards as they should be manned with competent electrical labor.

2. The electrical construction industry uses the same processes, appliances and tools involved in navy yard electrical work. A study of this point was made by the local electricians' committee at Mare Island and this committee attests strongly to this fact. In short, the handling of electricity, which is an invisible and potent force, is not dependent upon geography or station. It is dependent upon, first of all, full knowledge of electrical science and upon a proper degree of mechanical skill in adjusting tools and processes to this theoretical knowledge.

3. Even where officers differ with local union electricians' committees on the point of including the electrical construction industry as a comparable industry, the officers differ on the grounds that the work at the navy yards demands a



JOSEPH S. McDONAGH

superior degree of skill and responsibility. We humbly point out that if this is the case, such skill and such responsibility should be paid for on a higher scale than that employed in electrical construction work.

In this respect we note in the report of the board of wages to the commandant of the Navy Yard at Mare Island this important statement: "Mare Island work is broader in scope, is more confidential, and in many phases, particularly in submarine and electrical installation, requires a higher degree of skill."

Therefore, gentlemen of the board, we urge that electrical construction work, in particular, be regarded as a comparable industry for the purpose of this wage board of the Navy Department.

The second question that has given rise to difference of opinion revolves around, what is vicinity? It is conceivable that vicinity could be interpreted merely as that area immediately surrounding the navy yard, which surely would include only a few private establishments. It could also be interpreted to mean comparable cities within the region in which the navy yard finds itself, or it could be interpreted to include various cities adjacent to the state in which the navy yard finds itself.

It is our view that if this board should rule that every branch of the electrical industry should be regarded a comparable industry, then vicinity should not acquire the supreme importance it may now have. We hold that vicinity should mean an area large enough to secure a typical cross-section of the wage rates for the entire electrical industry.

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S. S. B. BLASTS *Canard* of Skill SHORTAGE

WITH the National Defense Program focusing attention on the question of whether the country's labor force is adequate for the present emergency, the Federal Security Administrator, Paul V. McNutt, made public significant information, reported to him by the Social Security Board, regarding the supply of skilled workers to meet the needs of the defense program.

Mr. McNutt announced that the board has completed a nation-wide inventory of the 5,100,000 active job seekers registered with its affiliated state employment offices in April. It now has, he said, preliminary data on the number, location, and occupation of skilled workers available for jobs in 33 states (such important states as California and New York are not yet included) with data covering all states to be available in the near future.

Mr. McNutt said that reports received by the board from 33 states show that of a total of 3,325,000 job seekers registered in the public employment offices, there were 1,538,000 workers in 4,953 oc-

Survey of employment agencies reveals vast reservoir of unemployed men

cupations exclusive of the professional fields and unskilled labor. This group included 23,000 technicians, 657,000 skilled craftsmen, and 858,000 semiskilled production workers.

NO SHORTAGE EXISTS

"The conclusion to be drawn from these data," Mr. McNutt stated, "is that no general labor shortage exists at present." He pointed out, however, that increased production in defense industries on an emergency basis depends to a large degree upon having a sufficient number of skilled workers in certain key occupations. "The question of the availability of such workers," he said, "thus assumes new importance in view of expected industrial expansion and greater requirements in the future. It is expected that special efforts will be necessary, as has been the case on occasions during recent years, to meet temporary shortages in certain specialized skills in specific areas."

In this connection, Mr. McNutt cited a survey by the board of workers in 76 particularly essential occupations in the

aircraft, shipbuilding, munitions, machine shop and machine tool industries. In the 33 states surveyed in April, this showed that there were registered with the employment offices 5,300 tool and die makers, more than 2,300 experienced engineers and designers, approximately 2,000 workers with experience in other important skilled jobs in these same industries, and more than 17,000 qualified machinists and mechanics. The survey further revealed that among these employment office applicants, there were more than 2,100 workers with experience in 13 selected shipbuilding occupations, approximately 1,500 aircraft workers in 20 selected occupations, and more than 23,000 in a group of 33 machine shop and key manufacturing occupations. Mr. McNutt pointed out that more than one-fifth of the engineers and designers in this group were 45 years of age or more, as were one-third of the skilled machinists and mechanics, and two-fifths of the tool and die makers and workers in selected key construction and production occupations.

INDUSTRIAL AREA

Some idea of the areas in which the workers in these 76 selected occupations are concentrated is indicated by the fact that 4,500 of the tool and die makers and 1,700 workers in the aircraft, shipbuilding, munitions, machine shop and tool occupations were located in eight states—Michigan, Ohio, Pennsylvania, Illinois, Indiana, Missouri, New Jersey, and Wisconsin. Workers with shipbuilding experience were reported by states in all parts of the country, indicating the degree to which such workers had drifted into other fields during the period when shipbuilding was at low ebb; somewhat less than half of the total, however, were located in three states—New Jersey, Massachusetts, and Washington.

As a check on possible labor shortages in these and other important fields, Mr. McNutt stated that the board is securing current reports from the state employment security agencies on skilled

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MEN WATCH AND WAIT FOR JOBS

IN the main there are four government agencies involved normally in the training of youth. They are:

Federal Committee on Apprenticeship
Vocational Education Bureau, U. S.
Office of Education

National Youth Administration
United States Employment Service

The U. S. Employment Service with its first hand contacts with the labor market will be the national "point of entry" of workers into training units.

The vocational training group represents a federal-state set-up of vast proportions. It operates at present in 825 cities, and in 1,053 schools. The value of the existing plant and equipment is placed at one billion dollars. It claims it can train 750,000 youths a year.

The National Youth Administration is a relative newcomer to the field. It has carried on minor school activities.

The Federal Committee on Apprenticeship is a standards-making agency which tends to stimulate proper and sound procedures in the cooperation of employers and unions in schools in carrying on apprenticeship education.

The Federal Committee on Apprenticeship reported to the Secretary of Labor in June on the contribution which it can make toward the effectiveness of the national defense program:

DEFENSE LABOR NEEDS

"Apprenticeship which calls for a relatively long period of training is a vital factor in the situation but must be considered in relation to the more immediate demand for large numbers of semi-skilled workers. The two major needs in connection with the labor supply for national defense are:

1. Semi-skilled "specialists."
2. A comparatively smaller number of highly skilled men.

The mass of workers in modern production plants are semi-skilled. The smooth flow of work depends on an adequate working force of skilled craftsmen who are the "lead men"—who are the "set-up" men, and who know all of the operation in a particular trade.

The training of the semi-skilled men can be carried on in a relatively short time within industry and in conjunction with the existing vocational educational facilities and with other available agencies capable of providing assistance. This training for such jobs can be immeasurably speeded up.

On the other hand the time required for training of apprentices to become skilled mechanics cannot be shortened appreciably. This was proved by experience in the World War. Nevertheless, an integral part of the national defense program must be the immediate expansion of apprenticeship, particularly in the national defense industries.

LABOR O.K.'S PLAN

Industry and labor are working with us on an agreed plan for the training of future skilled workers, not by any short-

COORDINATION *of Training* Plans Regarded **NECESSARY**

Total defense demands that separate government agencies shall not compete with each other in apprentice training

cut methods or by government subsidies but through carefully worked out standards of training. The active cooperation of employers and labor in a unified nationwide program of apprenticeship will make a significant contribution to the fulfillment of the preparedness program and will materially assist in meeting future "bottle necks" in production.

An expansion of the activities of the Federal Committee on Apprenticeship will:

1. Provide industry with an adequate supply of skilled mechanics and give to our youths an opportunity of becoming competent craftsmen.

2. Enable those already partially trained through employment in occupations requiring a narrow range of skills to secure an opportunity to complete an apprenticeship in the shortest possible time and become skilled workers.

3. Facilitate the orderly absorption of apprentices into industry.

It is recommended that there be expansion of the apprenticeship field staff to meet the emergency by the assignment of qualified apprenticeship technicians to

the 33 major industrial areas of the country with emphasis on the training of skilled mechanics for the manufacturing industries. This cooperative procedure should be furthered through greater activity on the part of trade associations and unions working in cooperation with state and local apprenticeship committees and through action on the part of individual employers and local labor organizations.

EXPERTS ON COMMITTEE

The Federal Committee on Apprenticeship, appointed by the Secretary of Labor to determine policy on the promotion of apprenticeship as a permanent responsibility of the Department of Labor, has been in existence since 1934 and consists of the following membership: Ralph Flanders, president, Jones and Lamson Machine Company, Springfield, Vt., and C. R. Dooley, manager of industrial relations, Socony-Vacuum Oil Company, New York, N. Y.—representing employers; John P. Frey, president, Metal Trades Department, American Federation of Labor, and Clinton S. Golden, Steel Workers Organizing Committee, C.I.O.—representing labor; Mrs. Clara M. Beyer, assistant director, Division of Labor Standards, U. S. Department of Labor, Dr. Mary H. S. Hayes, director of employment, National Youth Administration, and L. S. Hawkins, chief, Trade and Industrial Education, U. S.

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Electrical apprentices absorbing principles of electrical science as part of their daily job.

JAPAN *Depends on* U. S. *Industry*

THE economic contribution which America has made to the powers of aggression on the one hand, and the prevailing American aversion to war on the other, may well puzzle historians of the decade 1931 to '40. There may be cause for wonderment whether the age of economic specialization also transformed men's minds so that they too became departmentalized, even to the point where there was an essential lack of coordination between the departments of the human intellect, with the result that individuals worked at cross purposes to their own objectives.

The relationship of the United States to the Sino-Japanese conflict poses a troublesome problem to those who would discover a fair amount of reasonableness determining the conduct of men.

THE ROAD TO WAR

Japan's seizure of Manchuria, in 1931, and the subjugation of Manchuria's 35 million people under a Japanese-dominated puppet government, was the first link in what was to become a chain of aggressions which has since engulfed half of mankind in cruel and savage warfare. It was followed by the invasion of China proper, whose 450 million people make it the world's most populous nation. To millions of Chinese the emblem of the Empire of the Rising Sun conveys nothing of the promise of the better life for which men hope with the coming of each new day. To them that emblem has become the symbol of darkness—of disaster, destruction and death.

Japan's policy of military aggression provoked the moral condemnation of the government and people of the United States, not alone because by that policy war was thrust upon a militarily defenseless and peaceful nation by a modern, industrially equipped military machine. There were other reasons, more fundamental than mere sympathy for China. Japan's conduct was in outright violation of the Nine Power Treaty, a treaty to which China, Japan, the United States and other nations were parties. The principal provision of this treaty was that the signatories would respect the integrity of China, a condition considered essential to an enduring international peace. Japan's conduct was also in violation of the Kellogg-Briand Pact, by which war was renounced as an instrument of national policy.

"MADE IN U. S. A."

It was for these reasons, therefore, that the government, as well as the people, of

Ninety per cent of Japan's copper, scrap-iron and steel comes from United States

the United States officially condemned Japan's action. These invasions marked the beginning of the undermining of the post-World War attainments in the way of securing international cooperation and the development of friendly political and trade relations among nations. Thereafter the trend moved toward the abandonment of reason and the adoption of force in the settlement of real or imagined issues between nations.

But while the United States morally condemned Japan and gave China whatever benefits might be derived from moral sympathy, the campaign of conquest proceeded on its course of destruction. More, it continued unabated by means of the economic power which Japan drew from its trade with the United States and without which it is doubtful whether the voracious appetite of the war monster could have been long satisfied.

For many years the United States has been Japan's best customer. In 1931 the United States received 37 per cent of Japan's exports. In 1932 the United States took 32 per cent, and in 1933 and 1934, the proportion was 26 and 18 per cent, respectively. It is true that in recent years the money value of Japan's exports to the United States has declined to less than one-third of its 1928 and 1929 value, part of which is due to the world decline in trade and to monetary changes, although a substantial part of the decline is attributable to the avoidance of Japanese products by American consumers. But even as late as 1939, the most recent year for which figures are available, 20 per cent of Japan's foreign trade was with the United States.

WAR COMMERCE

In relation to the conduct of war, however, Japan's exports are significant chiefly as they give her exchange for the importation of other goods. It is in the analysis of Japan's imports from the United States that the intimate relationship between the waging of war and her American trade is revealed.

Japan's imports from the United States in 1939 amounted to \$231 million as compared to \$258 million in 1928. While there is not a great difference in the dollar value between the predepression, prewar

figure and the most recent one, there is a tremendous difference in the kind of commodities imported. The principal item of import in 1928 was cotton. By 1939 the value of cotton importations had declined by substantially more than half. The total importation of wood, wood products, grains, tobacco and fertilizers in 1939 was less than 15 per cent of its 1928 figure.

On the other hand, the importation of petroleum and petroleum products had in 1939 more than doubled that of similar imports in 1928. More than 10 times as much iron and steel scrap were imported in 1939 than in 1928. The importation of copper, a basic war need, was greater by about 13 fold, while the importation of metal-working machinery was approximately 30 times greater in 1939 than in 1928.

GOOD WISHES AND BAD DEEDS

The contribution which American trade has made to the realization of Japan's war aims, and to the detriment of Japan's victims whose possession of American goods will be no defense against bombs and machine-guns, may be even more fully appreciated when the importation of American war materials is related to the total importation of war materials by Japan. Metals and their alloys, petroleum, aircraft and automobiles and their parts and accessories constitute the essential classes of war supplies which Japan needs.

Of the automobiles and parts which Japan imported from all sources in 1939, more than two-thirds came from the United States. Almost half of the lead imported was of American origin. The United States supplied over 90 per cent of Japan's imported copper, scrap iron and steel. Of Japan's importation of aircraft and parts, approximately 77 per cent were procured from the United States. These are estimates made by the American Committee for nonparticipation in Japanese Aggression. The recently inaugurated "moral embargo," which has no legal sanction, has application only to the American exportation of aircraft and parts.

It is further estimated that of all the war materials Japan has secured from abroad, three-fourths has been furnished through her American trade. In view of the recent spread of war to so many additional countries, Japan's future needs will become increasingly difficult to procure from other sources and her dependence upon American industry will be even greater than in the past.

In the meantime, as for several years past, China valiantly fights on, still with our sympathy. In the light of facts such as these, is there any wonder that the totalitarian powers are contemptuous of the direction which the friendship of democratic nations may take? Are we truly so lacking in the power of coordinating our conduct with our principles that we aid in the throttling of a friendly nation while self-righteously we mourn its tragic suffering?

DEFENSE and Joblessness

Viewed by EXPERTS

THE American people have never yet squarely faced the unemployment problem.

In its early stages the social aspects of unemployment were simply ignored. Later, when the resulting distresses became more acute, private and public relief activities were resorted to with the object of alleviating the most severe sufferings, but it has not been seriously contended that these programs carried even the seed of solution.

Thoughtful consideration directed toward solution of the problem by those who could do something about it was carefully avoided, and even to a large extent abandoned in favor of hope—hope that unemployment would somehow, perhaps by the magic of rugged individualism, solve itself.

So long has unemployment been tolerated as a part of our national economy that signs of growing callousness have been increasingly evident with respect to its treatment. From some quarters there have even issued absurd denials as to its existence. The recent undercutting of WPA appropriations by Congress on the specious grounds of economy attests the nature of the more articulate political influences being exerted.

DEALING WITH CAUSES

Finally, the problems posed by unemployment have been even further submerged by the shocking violence loosed in the destructive fury of fascist totalitarian war. Public attention has been concentrated on the fateful consequences of that war and its relationship to American security in terms of armaments almost to the exclusion of other weaknesses in our national defense.

Against this background, therefore, and in view of the foreboding prospects of the world crisis, there exists more than ever the need of recognizing and dealing with the causes of social evils, rather than merely with their results. It was in an effort to partially fulfill this need that representative organizations of the Protestant, Catholic and Jewish religions convened the Interfaith Conference on Unemployment which met at Washington in June for a three-day session.

PERIL TO DEMOCRACY

It was the spirit of the conference that, however important national defense and the prompt inauguration of an adequate re-armament program may be, if democracy is to be preserved it must frankly meet and solve the problem of unemployment. Without minimizing the urgencies of national defense, the conference em-

Inter-faith Conference in Washington calls unemployment still major problem

phasized two factors intimately related thereto, the importance of which may be overlooked in the haste to re-arm:

1) Unemployment is itself one of the major weaknesses in our national defense; and

2) Neither a re-armament program nor war itself can furnish a permanent solution to this problem.

Facing the problem involves, first of all, a recognition of the fact that *there are millions of unemployed willing to work*. On the basis of conclusive statistical and personal evidence, the conference disclaimed the thesis that unemployment is a matter of imagination or psychology, that the unemployed don't want work and won't accept it. Refusal to acknowledge the fact of involuntary unemployment was condemned as an act of deliberate mental blindfolding, the violation of a fundamental attribute of social justice.

MORAL CONSIDERATIONS

Unemployment, it was pointed out, is of vital concern to the great religious faiths because of its ethical and moral consequences. As one speaker put it, though religion's primary concern is with the soul, there are types of injustice to the human body which distort the soul. Long continued involuntary unemployment is incompatible with human dignity. The social effects of unemployment are ably set forth in the report of the findings committee, as follows:

Unemployment is a dreadful scourge and a social sin. It is a major cause of war and poverty, and an indictment of our society. . . . Enforced idleness demoralizes personality, makes it impossible for families to live normal, healthy lives, and prevents their participation in community life. These conditions must now become the common concern of the nation.

What causes unemployment? Many men have minced words on this subject. Even at this conference there was one speaker whose words suggested that unemployment flows from lack of confidence. The Rev. R. A. McGowan was more precise. He pointed out that, in view of the 11 years of its continuance, unemployment must be regarded as nor-



DR. JOHN A. RYAN

mal because of the poverty of those now working in the city and country, and because the income of the workers and the prices they pay are rigged against them by minorities in control of wealth and credit. The effect, he continued, is cataclysmic in view of the tremendous costliness of productive equipment.

A factor retarding the solution of unemployment, according to Father McGowan's analysis, was the fear of all dominant government and its effects upon the rights of man. But an even greater obstacle is selfishness.

It is the function of religion, as expressed in the report of the findings committee adopted by the Interfaith Conference on Unemployment, to supply the moral dynamic for changing the existing unsocial conditions stemming from unemployment. The importance of this contribution is apparent when related to the element of human selfishness.

Why is it, for instance, as more than one speaker inquired, that people are so willing to pay for armaments when the same people are unwilling to pay for constructive human welfare? Is it because in the former case they are motivated by the desire to protect their own lives and property, while in the latter case, as far as their vision is concerned, only the property or welfare of someone else is in jeopardy?

Whatever the reason, the magnitude of the sums now to be devoted to na-

(Continued on page 390)

Bread, Beauty and Brotherhood

A Page of Verse by Our Readers

Day's End

The day is nearly done. The weary sun
Has conquered the white-plumed,
Charging clouds and won
A golden peace. . . . The clang of steel
on steel,
The rush and rattle of the hoist, the
squeal
Of gear, is hushed.
A toil-won quiet rules.
I straighten up and put away my tools.

MARSHALL LEAVITT.

• • •

The Fair

Gigantic robots, high tensions servants,
have wrought,
Cleared land, and built tomorrow's
house of dream
Guided by human brawn and will.
Our dream of today with the gift of ful-
fillment is fraught;
The Fair stands forth, a human task
supreme,
Cradling the fruits of thought and skill.
Hail world of tomorrow, in labor and
play
Your being has root in the world of
today.

WILLIAM SCHORN.

• • •

They Pass

List to the tramp of weary, aching feet,
List to the plod, the solemn,
cadent beat,
The hushed low throb of
hearts, in hopeless quest
Like ghosts on parade
vainly seeking rest.
Life's cruel worry hiding
deep; the smile
In dim, dull eyes of haggard
rank and file
Hour after hour, in tragic,
piteous void
Marches on the army of the
unemployed.
Battered, tattered, ragged,
haunting disarray,
Desolate reminders of the
modern day,
Perfect picture story of our
nation's ills,
Shameful, painted glory of
idleness that kills,
All so base and needless,
when the hands of wealth
Could bring smiles and glad-
ness, happiness and health,
Must they keep on marching,
their misery deployed
When means exist to aid
them, these, our unem-
ployed?

RUSSELL LEACH.

New Road

Broken tracery of tree,
Exploded pattern of leaf-printed stone,
Heavy feet marching, the pick, the axe
crashing;
Noon time and quiet again,
Men eating dull, heavy lunches,
Brushing the sweat from weary, burning
eyelids.

Iron pipes lowered, poles rising,
Beams lifted, a house forming and
swelling;
Gravelled stones flying along the rough
highway,
High heels clipping and tripping,
Old heels plodding and stumbling,
Baby shoes trotting and creeping;

New hopes, new dreams, new desires ris-
ing and falling—
New Road!

HERMIA HARRIS FRASER.

• • •

Balance and Harmony

Ten billion spheres course through un-
ending space
By counter-forces held aloft in space.
Ten billion spheres and then ten billion
more
As stronger lenses greater heights
explore.

Infinity and the eternal greet
The searching telescopes that fain would
mete
Those quantities, whose numbers awe
the mind,
Yet, all their views a perfect balance
find.

The suns and satellites turn 'round the
face
Of heaven's clock, which silver stars
encase.
Exact in rhythm as in symmetry
It chimes in silence Nature's symphony.

Would statesmen to their biased lands
apply
Those laws that rule the systems of the
sky,
In accord work to balance human needs
With that abundance which the good
earth breeds,
Then war with all its tilting force would
cease;
Creative factors, born of fertile peace,
Justice and faith, a world distraught
would right,
And clouds of doubt give way to reason's
light.

ROBERT A. SMITH.

• • •

The Building Trades "Racketeer"

Hands that toil has calloused and worn,
Shoulders broadened with burdens well
borne.
A heart that's withstood all of life's care
But still finds room for brotherhood
there.
A straightforward mind, a conscience
that's clear;
Mr. Arnold, that's your "Racketeer."

That union pin he wears with pride,
Is a badge of honor with nothing to hide.
Another badge, forgotten and seldom
seen

Is his shrapnel scar from
'seventeen.
Protecting even then ideals
held dear,
Mr. Arnold, that's your
"Racketeer."

To God and to country he's
loyal and true
A peace loving soul with a
broad point of view.
He's willing to carry his
share of the load
To help put us back on Pros-
perity Road.
He's been doing just that
year after year
Yet Mr. Arnold, he's your
"Racketeer."

One thing more and his de-
scription's complete
He doesn't know the mean-
ing of one word—defeat.
When he hears his good
name abused
His high reputation unjustly
accused
He'll fight like hell and with-
out fear.
Remember that, Mr. Arnold,
about your "Racketeer."

WILLIAM SEELICKE, JR.



BOSS of River FELLED

With Mighty Blows

By SHAPPIE

The Free for All

We dug him out of his blankets, and pulled him to the light—

His eyes were red with the tears he had shed, but now he wanted to fight—

And screaming a string of curses he struck as he raved and swore—

Floored Joe Lacrosse and the swamping boss and announced he was ready for more.

—The Fight at Damphey's.

THINGS quieted down fer awhile but there was bad feelin' in the gang agin Roden fer the way he abused Jules. Roden was waitin' fer a chance to get aven wid me, an' Dodds an' the rest av his clique was layin' fer me an' Frank, an' there's allus trouble, Slim, whin a bunch gets at loggerheads.

(You said it, Terry. I've seen some good gangs go haywire jus' because some mean-spirited grouser got in his work, but it wouldn't have been hard for yuh to

Epic fight in old saloon leaves little Irish- man the victor

keep yer hands in yer pockets, though, if yuh'd had our fire-brand friend here, Uncle William, to protect yuh, eh, Uncle? Bill shot a contemptuous look of disgust at Slim but refused to be drawn out.)

Wan Saturday night a teamster was drivin' to the nearest town, some miles down the river, fer camp supplies, an' Frank an' I tuck a sudden notion we wud go wid him, so we jumped into the sleigh an' away we wint. Unknown to us some ithers had gone to town too. Whin we reached town we wint into a big saloon. There was some jacks from ither camps havin' drinks. Me an' Frank wint to wan end av the bar an' had a couple av whis-

keys. Jus' thin the door opened an' Dodds an' his gang swaggered in, an' wid thim was a big French Canadian. We didn't let on we seen thim, but, out av the corner av me eye, I seen Dodds nudge Frenchie in the ribs an' point to me. Frenchie had been drinkin' enough to make him quarrelsome. They strutted up to the bar an' Frenchie bangs his fist down upon it, an' says,

DRINK OR FIGHT

"Bartender! ev'ry wan in de house drinks wit' me." Frank and me didn't want to get mixed up wid the crowd so we starts fer the door. Dodds says somethin' to Frenchie. He turns,—takes a couple av steps—catches me be the shoulder an' swings me roun', an' shouts,

"Me, Joe Leclair. Hi h'am de boss of de reever, an' w'en I say drink wit' me noboddy say no."

"Well, I'm sayin' no, right now!" says I.

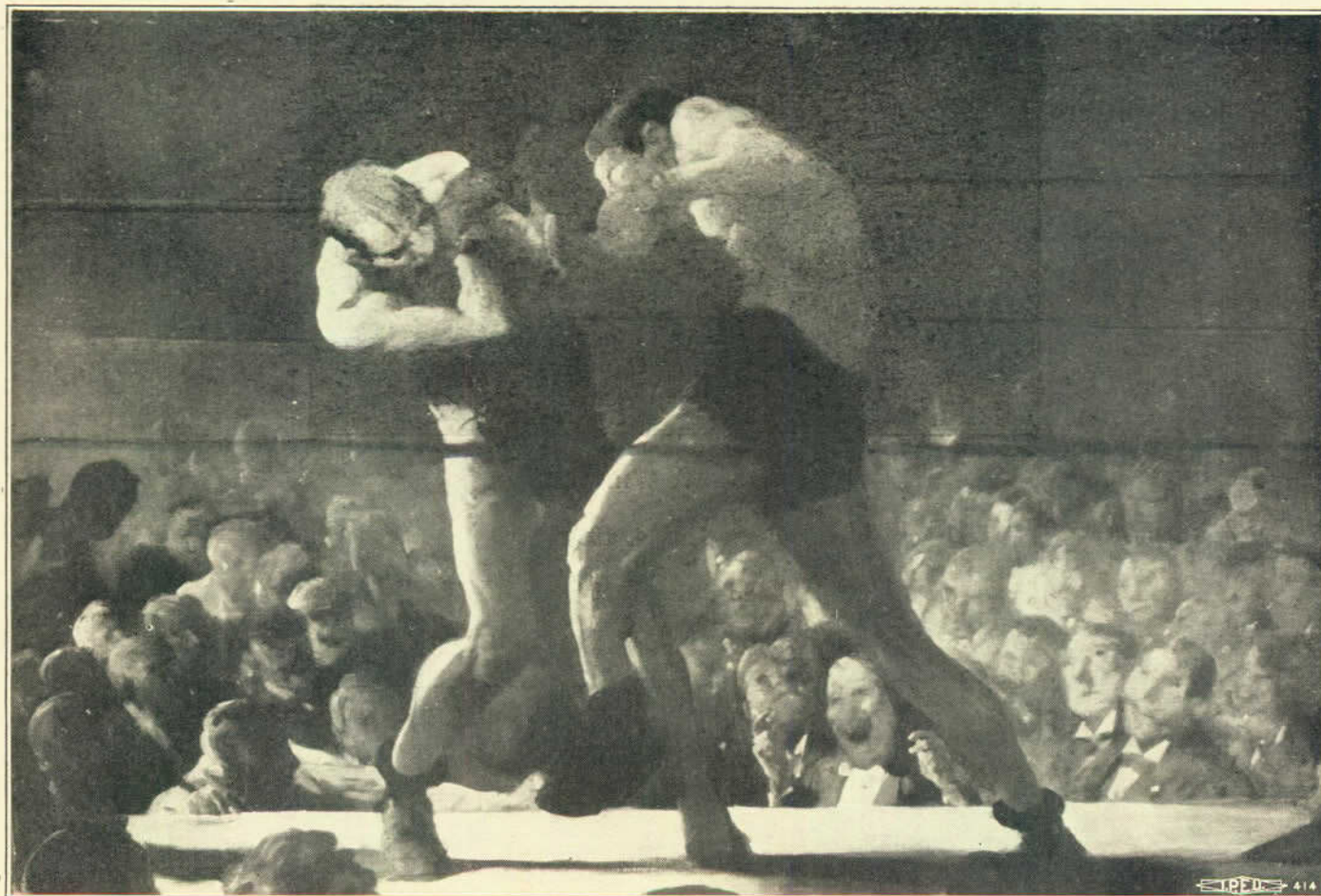
"Come on," says Frank. "Let's go." Frenchie stuck his fist in me face, an' shouted,

"I geeve you wan more chance. You drink wit' me, or you fight!"

"NO!" said I, good an' loud, as I pushed him out av the way. He shouted,

"You t'ink you is better man as is me? Den you fight, you red-headed ———."

(Continued on page 392)



EPIC BATTLE

"Club Night" by George Bellows, N. A.

Courtesy National Academy of Design



GEORGE W. WHITFORD

Born July 4, 1866

Died June 6, 1940

GEORGE W. WHITFORD

Initiated February 7, 1900

Whereas it is with profound sorrow and regret that we, the officers and members of the executive board of Local Union No. B-3, of the International Brotherhood of Electrical Workers, assembled in executive session this 10th day of June, 1940, record the passing from our midst, on June 6, 1940, of our esteemed and worthy Brother, George W. Whitford; and

Whereas Brother George W. Whitford was a charter member of Local Union No. B-3; and

Whereas Brother George W. Whitford was a member of the executive council of the International Brotherhood of Electrical Workers; and

Whereas Brother George W. Whitford was recording secretary of Local Union No. B-3 for many decades; and

Whereas his loss to our local union and Brotherhood has created grief in the hearts of all; therefore be it

Resolved, That we, the executive board members of Local Union No. B-3, at this executive board meeting, stand in silent meditation for one minute out of respect to him; and be it further

Resolved, That our charter be draped for a period of 30 days, and that a copy of these resolutions be recorded in the minutes of this executive board meeting, in respect to the memory of our late Brother, George W. Whitford; and be it further

Resolved, That a copy be sent to the Journal of Electrical Workers and Operators for publication, and a copy be sent to the family of our late Brother, George W. Whitford.

JOHN A. CHISHOLM,

GEORGE GOODHART,

JOHN J. KAPP,

MARTIN MALIA,

ALEXANDER SMALLEY,

Members of the Executive Board of Local Union No. B-3, I. B. E. W.

BERT KIRKMAN, Chairman,

NAFTEL BEDSOLE, Vice Chairman,

JEREMIAH P. SULLIVAN, Secretary.

• • •

Whereas our organization, the International Brotherhood of Electrical Workers, Local Union No. B-3, came into existence many years ago through the courage and foresight of a small group of men. One of the outstanding pioneers in the creation of our organization, Brother George W. Whitford, departed this life on June 6, 1940; and

Whereas in his 40-odd years of association with our local union as a member, and his 38 years as recording secretary, Brother George W. Whitford toiled continuously for the improvement of working conditions in the electrical industry through the building up of our local union. He also served as a member of the International Executive Council at Washington, D. C., for a long period of time; his elevation to the latter position demonstrated the high esteem in which he was held by other local unions of our Brotherhood; and

Whereas we believe he accepted these positions for two reasons—because he felt that to do so was a solemn duty laid upon him, and because he hoped by self-sacrifice to render real, high and most needful services to the organization to which he belonged. There are many to tell us of these things, of his untiring energy, his large and gracious hospitality, his inexhaustible generosity; and

Whereas his duties as an official were to the last degree exhausting, and to discharge them must have required a giant's strength. This tax upon his powers, joined to the stress of many years, must have hastened the end, which is for him so happy a release, but which to us seems so untimely a deprivation; and

Whereas in recognition of their long association with Brother George W. Whitford as an official of this body, and of his constructive work on behalf of organized labor, the officers of the International Brotherhood of Electrical Workers, Local No. B-3, on behalf of its members, gratefully records its appreciation of him by adopting the following: Be it

Resolved, That we, on behalf of the members of the International Brotherhood of Electrical Workers, Local Union No. B-3, attest to the inspiration and support which Brother George W. Whitford brought to the organization which he so faithfully served; and be it

Resolved, That, on yielding from our roll the name of Brother George W. Whitford, we put on our permanent records the expression of our deepest regard, esteem, and appreciation of his character and ability, and our grateful sense of the honor and satisfaction we have shared in his companionship; and be it further

Resolved, That a copy of these resolutions be printed in the Journal of Electrical Workers and Operators, the official publication of the International Brotherhood of Electrical Workers, and a copy be sent to Brother George W. Whitford's family as a testimonial of our sincere appreciation of his usefulness, not only as an official of the International Brotherhood of Electrical Workers and Local Union No. B-3, but also as a pioneer in the labor movement, and a citizen of the United States.

HARRY VAN ARSDALE, JR.,
Business Manager,

BERT KIRKMAN, President,

NAFTEL BEDSOLE, Vice President,

WILLIAM A. HOGAN, Financial Secretary,

JEREMIAH P. SULLIVAN,
Acting Recording Secretary,

WILLIAM BECK, Treasurer,
Officers of Local Union No. B-3, I. W. E. W.

JOURNAL OF ELECTRICAL WORKERS

OFFICIAL PUBLICATION INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS



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No. 7

Training For Defense The government is using good sense in its approach to a training program for American youth. It has refused to be rushed into a wholesale development of neophytes in industry. The government first discovered through a survey of the U. S. Employment Service offices that there was no present shortage of skilled mechanics or trained technicians. The figures developed by this survey proved the contention of the A. F. of L.

The government also realized what many employers refuse to realize, that you can not train skilled mechanics overnight in schools but the training must be rigidly applied over a suitable period on the job. What the training program of the government now needs is expert coordination in line with this sensible approach.

Labor Research The national conference of labor research people called by the Bureau of Labor Statistics, U. S. Department of Labor, late in June calls attention to the widening scope of a little-known activity of the labor movement.

Fifteen years ago labor research was in its infancy. There were less than half a dozen research departments in the labor field. The conference at the Labor Department in June brought together more than 60 research people of professional rank who were identified with either union services or with government services in the field of labor.

The conference at the Labor Department developed a program which is likely to have far-reaching effect. It decided that two conferences of research people would be held each year and that an interim executive committee would be created to act as a link between the Bureau of Labor Statistics and the unions. The Bureau of Labor Statistics, in a non-totalitarian spirit, welcomes friendly criticism from union research representatives. The unions in effect requested that the services of BLS should be on a more realistic basis, that is it should carry on its research efforts in fields more intimate to the daily life of the unions. Whether all the requests of the labor research representatives can be fulfilled is not the question. The question is,

that here is a responsible and responsive government agency using the scientific method to appraise itself and to discover how best it can serve its principal constituents.

Representatives of the RESEARCH DEPARTMENT of the International Brotherhood of Electrical Workers took an active part at the conference. The International Brotherhood of Electrical Workers was one of the first unions to recognize the value of research. The International Brotherhood of Electrical Workers' department was founded in 1924 and is unique in its close relationship with local unions. No other union in America, or for that matter in the world, has attempted to set up local union research reporting agencies.

Listening To Prophets Friends of erstwhile General Billy Mitchell have started a movement to win back to this rejected prophet of preparedness some official prestige. General Mitchell nearly 25 years ago counseled that a separate air division of the United States Army and Navy be set up, and the United States begin to produce fighting planes on a great scale. General Mitchell was soundly rebuked and lost his commission as a result of his brave criticism. His friends now believe that his memory should be regarded with more reverence.

All this calls attention anew to a definite weakness of democracy, namely, its habitual rejection of truth-speaking men. Over in England Winston Churchill has at last been vindicated for playing about the same role in England that Billy Mitchell played in America. He was not listened to but when the crisis came, he was given the difficult task of making good the blunders of others.

The true aim of democracy, one might say, is to get citizens to listen to the right people. Demagogues, for example, are not the right people. Often they are listened to. But on the whole and in the last analysis the American people have done pretty well. Demagogues do not seem to last long, and no man who has made a bid for dictatorial power in this country has stood up long enough to achieve his aim. In time the Americans may even learn to listen to their prophets.

New Warfare The new warfare—total warfare—depends for its success as much upon demoralization of the enemy as it does upon achievement of arms. Adolph Hitler watches with a thousand eyes the force of public opinion in democratic countries.

It is now revealed that the inadvertent betrayal of millions of radio listeners by Orson Welles some months ago into thinking that there was an air raid upon the United States during a mock war broadcast gave Hitler the idea for using radio to scatter dire confusion among the enemy.

Couriers went from village to village in Northern France scattering false but fearful tales which drove whole populations on to roadways, making it impossible for French soldiers to move. Atrocity stories were consciously developed by Hitler to cast paralyzing fear upon civil populations. The department of demoralization of the Hitler army preceded victory.

How democratic countries will meet this new development in warfare remains to be seen but it all goes back to the contention of this JOURNAL that the preservation of democracy in this world depends upon detection of truth from error.

Democratic Complacency The longest bridge in Europe connected Holland with Germany. For two years the Holland government had this bridge filled with dynamite, ready for touching off. One morning during the early hours of Germany's invasion of Holland, the guard was changed. The new guard calmly began to remove the dynamite. The new guard was a German company of soldiers in Dutch uniforms. The bridge was never blown up, and the German armies streamed into Holland to subdue that democratic country.

This is typical of Hitler's tactics. He has won repeatedly by ruse and treachery, and not by mere fighting material. The point is that he has won. There is a dreamy complacency about democracies that Hitler has capitalized upon at every turn. His secret service knows every weak point of every country. No doubt, if the story is ever told of France's capitulation, it will be found that Hitler had a pipe line to Paris throughout the entire war, and it was through this pipe line he won the dummy government for peace. Hitler has contempt for democracies because they are easy of access, good-natured and hospitable. He contends that they cannot develop enough hardness to win wars against totalitarian countries. All this remains to be seen in the case of the United States. Americans are good natured and generous, but they are also tough. They came out of a frontier civilization not so many years ago. They worship the bowie knife and pistol. They have their own determinations, and it may well be they will develop enough shrewdness to offset the Hitler secret service and enough hardness to repel the greatest menace the world has ever known.

George W. Whitford The life of the International Brotherhood of Electrical Workers is almost identical with the life of the electrical industry. Founded in 1891, it began its existence with the full commercial use of electricity for lighting and power. One whose individual life was almost identical with the life of the union has now closed the record and passed into union history. George W. Whitford, for many years recording secretary of L. U. No. B-3,

New York City, and a member of the executive council of the I. B. E. W., died at 74, in Lennox Hill Hospital, on June 6. George Whitford spanned virtually the entire life of the union, which he joined in its local union branch in 1891. His official connection with the Brotherhood began in 1900. He was recording secretary of L. U. No. B-3 for 38 years. Such a life of loyalty and devotion was given a dramatic tribute when hundreds of officers, representatives and members from every part of the eastern section of the United States met at St. Thomas Church, Fifth Avenue and Fifty-third Street, to chronicle George Whitford's passing. This church, too, formed a link in the life of Secretary Whitford. His father had been sexton in that church for many years, and his father's life reached far back into the past.

Once again within the year this publication records the passing of an illustrious figure in the annals of union development. George W. Whitford was a local union official who by his faithfulness and devotion gathered unto himself a kind of glamorous significance which had more than local meaning. He is probably known in some way to every member of the Brotherhood. His kindness and diligence expressed a truly friendly spirit. He was 74 years old when he died, of cerebral hemorrhage. He had been ill several months. His spirit and tradition will be carried on by his son, Harold Whitford, who is also a member of L. U. No. B-3.

Thurman Arnold Now Thurman Arnold's stumbling attempts to tie up labor unions with monopolies have been in the public eye for about six months. Despite earnest protestations from the Department of Justice that it has no enmity to labor unions and that it has the noble purpose of reducing costs, building material costs increase. Thurman Arnold persists in his misguided program, but he is not receiving the support of public opinion that he no doubt expected. Despite his efforts, the building construction industry still remains the most notable example of competitive industry in the United States. Mr. Arnold does not cast any glances at the clothing industry, for instance, where there is surely a close working relationship between employers and the union, nor has he cast glances at the steel industry which has been notable for its persistent maintenance of prices in the face of rapidly rising and falling business conditions throughout the country. Mr. Arnold's evident partiality for the building construction industry at a time when the chaos-creating C. I. O. is attempting to organize rival unions has made it evident to most of our citizens that Mr. Arnold's motives were partially colored by political self-interest.

Mr. Arnold's efforts to date then have netted the United States nothing in reduced building costs and much in bitterness and disunity.



Woman's Work

—LFEU— 414



DEFENSE OF HUMAN VITALITY

By A WORKER'S WIFE

AS this country swings into a great defense program to protect its citizens and its democratic form of government from the ravages of power-mad totalitarianism, let's not forget the health of that citizenship. Any information that can be spread, any aid that can be given, to increase the vitality and well being of the population, surely is important to national defense because it builds up the productivity of each individual affected.

The Department of Agriculture Year-book for 1939 makes this analysis:

"If the total quantities of food produced in this country were distributed in proportion to need, a fairly satisfactory diet would be provided for every individual. As it is, the national dietary level appears high because of the high consumption of certain foods by some families. Urban families with limited funds for food and rural families with restricted opportunities for home production tend to lay emphasis on the kinds of foods that satisfy obvious hunger cheaply and to neglect those that satisfy also the 'hidden nutritional hungers'—for vitamins and minerals—described by science.

"Many diets in this country are in need of improvement. For some families this reflects a lack of appreciation of the relation of diet to buoyant health, physical efficiency and long life. For others it indicates that the family's knowledge of food values in relation to food prices is inadequate for practical application to the planning of everyday meals. For still others it implies insufficient purchasing power.

"Modification of present-day diets so as to improve their nutritive qualities without adding much to their cost is chiefly a matter of putting considerably more emphasis upon milk in its less expensive forms and upon the cheaper leafy and green-colored vegetables. Many varieties and forms of these foods yield excellent returns in nutrition for their cost."

Research in the field of vitamins continues to open up amazing vistas. As an officer in the U. S. Army medical service, assigned to research, said to me recently, "A few years ago we didn't know anything about vitamins. Much experimentation has been necessary to uncover the knowledge we now have. But the more we learn, the more necessary appears a diet rich in vitamins, for human health. Vitamins are definitely not a fad in the field of nutrition."

In our discussions of this subject in

the JOURNAL we have not said much about minerals in food, although calcium, phosphorus, iron, copper, iodine and other minerals are necessary for the maintenance of good blood and bone, because a diet well supplied with vitamin-rich foods will also supply the necessary minerals.

Also, we'll assume that our readers understand the calorie values of different classes of food. Most American women have gleaned a good deal of information in this field through study of reducing diets, or diets to gain weight, and know how to plan meals in relation to body weight of children and adults.

Now in addition to this, if we want to act intelligently in our role of homemakers, we have to plan meals that will furnish an adequate vitamin balance. That, along with a day-to-day mental record of food prices, makes the competent home manager something like a performer on a pipe organ, selecting and striking just the right notes on an enormous keyboard.

However, it can be done, in a good mixed diet which will satisfy the palate as well as the appetite, if you will concentrate your choices on the vitamin-rich foods first, using other foods, such as white flour and white sugar, merely as accessories. As you will see on the opposite page, a menu has been planned for the main course of a dinner, that includes quantities of vitamins of every category; you will see at a glance that it is not an expensive meal, and also that it will be received with favor in almost any family.

The Department of Agriculture has worked out diet plans for good nutrition for different levels of income. Where incomes are low they emphasize meeting nutritional needs through larger quantities of potatoes and sweet potatoes, mature dry legumes (peas and beans) and nuts; also cereals. I feel sure that the next time such a list is issued it will specify whole-grain cereals, as recent research has shown how much more valuable in vitamin content is the whole grain than the refined product from which the bran and germ have been removed. As the amount per person which may be spent on food increases, accordingly the diet plan specifies increased amounts of leafy, green and yellow vegetables, tomatoes and citrus fruits, other fruits and vegetables, also more fish, poultry and eggs. However, the requirement for milk in diets at all income levels is fairly constant, although

the cost may be varied by substituting dried whole or skim milk, or evaporated milk or cheese, for the more expensive fresh milk.

I do not have sufficient space to list the diets for all income levels, so have chosen the one titled "Moderate Cost Good Diet" which was estimated to cost, as of January-October, 1938, price levels, from \$2.30 to \$3.70 per person per week in cities and villages; while on farms where part of the food was produced, it was estimated to cost from \$2 to \$2.60.

MODERATE COST GOOD DIET

Milk (to drink or in cooked food):

- 3 cups daily for each child under 2 years
- 4 cups daily for each other child
- 3 cups daily for each sedentary person
- 1 quart daily for each expectant or nursing mother
- 1 pint daily for each other adult

Vegetables and fruits:

- Potatoes and sweet potatoes, 10 or 11 servings a week
- Mature, dry legumes and nuts, 1 or 2 servings a week
- Tomatoes and citrus fruits, 5 or 6 servings a week
- Leafy, green and yellow vegetables, 10 or 11 servings a week
- Other vegetables and fruits, 2 or 3 servings a day.

Eggs: 5 or 6 eggs a week for each person

Lean meat, fish, poultry: 7 or 8 servings a week

Other foods:

- Cereal*, daily
- Bread*, at every meal
- Dessert, once a day, sometimes twice

Once the food is brought into the home, preserving the vitamin values depends on methods of preparing and cooking. Even raw fresh vegetables may lose some of their vitamin content through long periods of storage, or exposure to the air, particularly if chopped or peeled. The home gardener who can gather the vegetables fresh before each meal has the advantage over those who must buy shipped-in vegetables from the market and store them in the refrigerator until

*Preferably whole grain.

Women's Auxiliary

WOMEN'S AUXILIARY, L. U. NO. B-5 PITTSBURGH, PA.

Editor:

The passing of our pal, friend and adviser, Michael P. Gordan, business manager of our local, has left us with sorrow in our hearts and deep regret.

His memory will forever live in the hearts of the members of Local Union No. B-5 and the women's auxiliary, for they realize that they have lost one whose keen mind and sound judgment helped to weather many a hardship for those who sought his advice and counsel. Many important benefits were derived for the welfare of the local through his untiring efforts. He will be sadly missed.

Words cannot express how great a loss the passing of our "Mike" has been to all who were under his leadership and guidance, for both troubles and joyful happenings were taken to him. An enchanting personality. Even the children thought so much of him.

We are apt to feel that his span of years was cut off far too soon, considering the good he did on this earth, but one must not question God's will for He is the keeper of our soul.

The members of Local Union No. B-5, the women's auxiliary, and his many, many friends, extend their sincere sympathy and condolence to the family of our late pal, Michael P. Gordan.

May his soul rest in peace.

MRS. FANNIE JACOBS.

WOMEN'S AUXILIARY, L. U. NO. 18, LOS ANGELES, CALIF.

Editor:

On the evening of June 4 a surprise party was given Sister Ruby Winings at her home, by members of L. U. No. B-18 auxiliary. Besides her sister-in-law, Mrs. Winings and baby daughter, of Visalia, Calif., there were present Sisters Flynn, Winslow, Adrian, Bengé, Rucker, Underwood, Thomas, Wood, Sisson, Norton, Munson, Palmer and Heywood and her young daughter, June.

They played bridge, pinochle and "500" with prizes for the winners in each contest. Several ladies brought cakes, which were served with coffee and ice cream. A pleasant evening.

At the business meeting, June 13, the auxiliary had as their guests Mrs. Ranson, president, and Mesdames Evans, Daigle, Smith, Smitherman, Hoglund, Hyder, Towsley and Marsh, of I. B. E. W. L. U. No. B-465, of San Diego, Calif.

A group of our officers took them to dinner before the meeting. They had come to Los Angeles for the express purpose of attending one of our meetings and evinced keen interest in the proceedings. We profited by their visit and the exchange of ideas was stimulating—mutually so, we hope. On invitation, Mrs. Ranson gave a little talk on the earnest and intelligent work auxiliaries were doing. She also most graciously thanked our members for the hospitality we had shown them.

As speaker for the evening, we were so fortunate as to have Brother Gene Gaillac, international representative, who expressed the appreciation felt by the men for the understanding and organized cooperation given by the women's auxiliaries. He stressed the value of their work to the unions, saying there was increasing evidence of it everywhere; and that this program, maintained, would have telling effect in favor of organized labor.

VEVA FRIZELLE.

WOMEN'S AUXILIARY, L. U. NO. 52, NEWARK, N. J.

Editor:

Since our last article to the WORKER we have had an election and installation of officers, namely: President, Mrs. Irene McGovern; vice president, Elinor Beckitt; financial secretary, Florence Cook; recording secretary, Aileen Gill; treasurer, Mattie

Czernicki; warden, Maude Conrad; press secretary, Marguerite Mandeville. We sincerely wish our new officers much success.

In April we celebrated our second birthday with a party. It was a great success. Everyone enjoyed themselves immensely.

On June 8 a supper was held at Tony Farther's Inn, Normandy Place, Irvington.

(Continued on page 400)



Picture of Joy

By SALLY LUNN

Her name is Joy and she lives up to it—the joy that comes from perfect health. This magnetic miss, Joy Celeste Mastriani, is the daughter of Brother Ernest Mastriani of L. U. 864, and as she beckons, "Come on in, the water's fine!" we'd like to join her on the sparkling sands.

PLANNING FOR GOOD NUTRITION

Dinner Menu

Boiled ham (Vitamin B₁) cooked with:
Carrots (Vitamins A, G)
New potatoes in jackets (Vitamins B₁, C)
Onions (Vitamins B₁, C)
Cabbage (Vitamins B₁, C, G)
Shredded quick-cooked green beans (Vitamins A, B₁, C)
Wheat germ corn bread (recipe given last month:
Yellow Cornmeal contains Vitamin A;
Wheat germ, Vitamins B₁, E, G)
Fresh whole milk (Vitamins A, B₁, G, small amount of D)
Butter (A good source of Vitamins D, A)

Here is a menu that includes good quantities of every vitamin needed in human nutrition. Besides those listed, the pork, milk, cabbage and wheat germ contain the pellagra-preventing factor of the Vitamin B complex. In order to take full advantage of the vitamins contained in these foods, follow these cooking directions:

Simmer ham slowly in a covered kettle using about a quart of water. Renew liquid if it boils off. In the last hour of cooking, boil the vegetables in the meat liquor, cooking only until tender. In selecting cabbage choose the greenest head and do not discard the green leaves, but trim, shred and cook. As Vitamins B₁ and G are water-soluble, do not throw away the pot liquor, but save it and use with the ham bone to make a dried pea or bean soup.

Shred green beans lengthwise, bring to a boil as quickly as possible in a small quantity of hot or boiling water. Use a kettle with a tight cover. Cook only until tender, 10 or 15 minutes. If any liquid remains it may be added to the pot liquor for soup. Do not use soda in cooking vegetables, as it destroys Vitamins B₁ and G.



Correspondence



TENNESSEE STATE ELECTRICAL WORKERS ASSOCIATION

Editor:

This being the first report of the Tennessee State Electrical Workers Association we will attempt to introduce to you a young organization which is showing very good progress.

In the winter of 1938 seven locals began forming the association. We have met in all the cities affiliated now, Memphis being the last. This meeting was held June 2 with Vice President Arthur Bennett and four I. O. representatives present, besides delegates from nine local unions. It was planned to hold this meeting in Memphis the Sunday before the Tennessee State Federation of Labor convention so that the electrical workers might be well represented at the federation convention. The association has so welded the local unions of Tennessee together that they were recognized as leaders in the convention this year.

The direct results of our meetings are: The draft of a bill for a state board of electrical inspection and regulation, and a program of apprentice training. The indirect results are many. Foremost is cementing of friendships between business managers and the co-operation of local unions in placing men who need work at the disposal of business managers who need men. The members themselves have become friends by working back and forth among the different cities and we are now getting started to get acquainted with state associations, which will lead to better friendships among the states.

At the Memphis meeting a demonstration on adequate wiring by an engineer of the Anaconda Wire and Cable Co., which has aided our Brotherhood in numerous ways, besides employing large numbers of our members, was greatly enlightening and was one more step to keep the electrical worker abreast of the times.

The picture was taken on the lawn of the Memphis Labor Temple. Reading left to right, seated: C. C. Sutton, B-474, Memphis; Association Secretary-Treasurer C. J. Maunsell, B-429, Nashville; I. O. Representative E. E.

McDaniel; I. O. Representative G. M. Freeman; International Vice President Arthur Bennett; I. O. Representative T. Clarey; Association President C. E. Miller, L. U. No. B-474, Memphis; Association Vice President T. H. Payne, L. U. No. 450, Chattanooga. Left to right, standing: J. C. Hall, L. U. No. 662, Chattanooga; Polk Byrd, L. U. No. B-474, Memphis; C. S. Henry, L. U. No. 721, Chattanooga; W. C. Harris, L. U. No. 175, Chattanooga; W. B. Doss, L. U. No. B-429; J. B. Kennard, L. U. No. B-760, Knoxville; L. P. Cole, L. U. No. B-835, Jackson; E. R. Page, No. B-429, Nashville; Lee Spriggs, No. 846, Chattanooga; C. H. Wharey, L. U. No. B-474; H. A. Welden, No. B-474; W. F. Gillard, L. U. No. 58, Detroit, Mich.; Joe Barham, L. U. No. B-835; T. P. Loftis, L. U. No. B-429, Nashville.

Brother Bennett gave the delegates a good talk on what the I. O. is doing and what it is always willing to do for the membership if they will just try to help themselves. He gave out some very good advice and information. Commended the delegates on their good behavior in the meeting and their attention to business.

The association holds its next meeting in Nashville in September, at which time we hope to have a number of problems of interest to the local unions in Tennessee.

CHARLES J. MAUNSELL,
Secretary.

TEXAS STATE ASSOCIATION OF ELECTRICAL WORKERS

Editor:

The Texas State Association of Electrical Workers held its twelfth annual convention in San Antonio, Texas, June 22 and 23, 1940. Twenty-one local unions of the I. B. E. W. in Texas were represented by delegates at this convention. Approximately 100 visitors from local unions were registered during the convention period.

A legislative program to be followed at the next regular session of the Texas legislature was adopted. This program includes a state electrical inspection bill which is to be pre-

sented to the legislature early in January of 1941 and is designed to authorize thorough inspection of all electrical work outside cities that now have ordinances governing matters of this kind. The measure would apply to all REA installations as well as other types of electrical work.

Reports filed by the officers of the association indicated that progress in improving working conditions and wage standards was general throughout the state during the past year. Employment of the membership during the year was reported as being very steady by the officers and the delegates.

International Vice President W. L. Ingram, of the seventh district of the I. B. E. W., addressed the convention, reviewing the history of the association during the past 12 years. Vice President Ingram also gave a report of conditions generally throughout the seventh district and commended the association for the excellent work that had been done during the past year to be helpful to the several local unions affiliated with the association.

Election of officers for the ensuing year resulted as follows:

A. J. Bannon, Houston, president; Lawson Wimberly, Austin, secretary-treasurer; Don Kennard, Houston, first vice president; W. L. Holst, second vice president; G. F. Sweeney, San Antonio, third vice president; J. A. Verret, Port Arthur, fourth vice president; Ray Edwards, Longview, fifth vice president; R. Q. Evans, Denison, sixth vice president, and Harry Bernhard, Austin, seventh vice president.

The next annual convention of the association will convene on Saturday preceding the convention of the Texas State Federation of Labor.

LAWSON WIMBERLY,
Secretary.

L. U. NO. B-3, NEW YORK, N. Y.

Editor:

May 25, 1940, was an eventful day for Local No. B-3, I. B. E. W. The Electrical Construction Post No. 1137, of the American Legion, presented our local with a bronze tablet



Getting results for Tennessee electrical workers, the recent meeting of the Tennessee State Electrical Workers Association found representatives of nine locals and international men gathered at Memphis.

commemorating the sacrifices made by members of our local union in the World War—1917-1919.

The tablet is mounted on the Twenty-fifth Street side of the corner of our building. It was unveiled with all the pomp and ceremony that usually attends such an occasion. Approximately 10,000 persons jammed the streets, making it necessary to re-route traffic which is always heavy at this point. Loud speakers were mounted on the sides of the buildings so that all might hear as well as see the ceremonies.

The ceremonies commenced with a parade of veterans up Lexington Avenue to the headquarters of Local Union No. 3. The Hon. Fiorella H. LaGuardia, mayor of the city of New York, officiated in the unveiling of the plaque which honors 1,400 members of the union who served their country in the last war. The event will long be remembered as most inspiring and heart touching, by all fortunate enough to be present.

The more prominent in the large group of distinguished labor and government officials present, and assisting the mayor, were—Thomas J. Lyons, president of the New York State Federation of Labor; Joseph Burkhart, First District Commander of the American Legion; James V. Demerest, New York Commander of the American Legion; Walter Hooke, labor relations counsel of the World's Fair; Brigadier General Alexander E. Anderson; Colonel John J. Mangan of the 165th Regular Infantry; Thomas A. Murray, president of the New York City Building and Construction Trades Council; John Brennan, secretary-treasurer of the New York City Building and Construction Trades Council; John McInerney, labor relations counsel of the World's Fair; Nicholas J. Kellar, chief engineer of the Department of Water Supply, Gas and Electricity; Thomas Murtha, president of the New York City Central Trades and Labor Council; Bert Kirkman, president of L. U. No. B-3; Harry Van Arsdale, Jr., our very able and hard working business manager; Gerald Duffy, business representative of Local Union No. B-3, in charge of arrangements (which were perfect); John J. Howard, commander of the Electrical Construction Post No. 1137, was in charge for the Legion, the results being what we have learned to expect when John J. officiates.

The Rev. Francis D. McCabe, chaplain of the Legion, made the invocation and gave the benediction.

At the close of the unveiling ceremonies the members and their guests repaired to the armory of the 165th Regiment (old 69th) which is opposite our headquarters, for refreshments, entertainment, and dancing, where all had an enjoyable time.

Mayor LaGuardia, in one of his usual dynamic speeches, praised Business Manager Harry Van Arsdale, Jr., for his untiring efforts in behalf of the local, and for seeking to improve conditions generally.

Bert Kirkman, our president, accepted the plaque on behalf of the local, and in the course of his remarks stated that real progressive unionism can only flourish in a true democracy and that we in this country were very fortunate in being able to maintain a higher standard of living than any other country can boast.

Harry Van Arsdale, Jr., in a forceful speech, denounced the attempts of the National Electrical Manufacturers Association, to void the benefits of years of struggle for decent working and living conditions for the whole industry, by dragging us through the courts on an alleged charge of boycotting. Their hope, no doubt, is to deplete our treasury and to keep our officers so busy running to court that there would be neither time nor money to uphold the conditions which now exist.

READ

El Paso men appeal for justice, by L. U. No. 585.

Alaska Brother sounds warning, by L. U. No. B-462.

L. U. No. B-79 honors union president.

Political unionism brought Europe's downfall, by L. U. No. 632.

We mourn our friend and Brother, by L. U. No. B-5.

Railroad electrical workers confer, by L. U. No. 205.

Quality not quantity this month, Brothers.

He said he was not greatly worried about the final outcome because the spirit of unity manifested by our members and their willingness to make sacrifices would overcome any ill effect arising from this suit against us.

Commenting on the indictments instituted against the officers and representatives of Local Union No. B-3, by United States Assistant Attorney-General Thurman Arnold, he said, that to all appearances it was a bold attempt, so timed, that if successful, it could influence the decision in the pending National Electrical Manufacturers Association suit.

It might be stated here that Mr. Arnold, in his endeavor to curb labor organizations, seems to be going far afield in his efforts to misapply certain clauses of the Sherman Anti-Trust Law. He totally disregards the provisions of the Clayton Act, which were intended to make it perfectly clear that the Sherman Act was not to be applied to labor or farm organizations. This understanding caused the Clayton Act to be hailed as labor's Magna Charta.

Should these prosecutions (persecutions would be a better word) be successful our six-hour day, 30-hour week, which was so hard to attain, would probably be outlawed as causing unnecessary labor to be employed. Can one be blamed for feeling that there is a colored gentleman in the wood-pile when a government official and some of the largest manufacturers in the nation are making what has all the earmarks of a concerted action?

Therefore let us of organized labor not be like the countries of Europe that waited until their liberties were being taken away from them before doing something about it. Let us take action now; to stop this most cowardly attempt to take our right to strive for a better way of living from us, on the palpably false claim that it is being done to help us.

If you have not yet written to your Senators, Congressmen, and other officials, do so at once. If you have written, send follow-up letters until you get results. Do not let up because out-door days are here, or because it is too hot to work. If you do the "blitzkrieg" will get you.

HENRY BRUMMER,

Officer of the Educational Committee.

JEREMIAH P. SULLIVAN,

Press Secretary.

L. U. NO. B-5, PITTSBURGH, PA.

Editor:

The long arm that snatched Michael P. Gordan from our midst leaves us stunned and bewildered, fumbling with feeble words and hollow phrases. It seems futile

to struggle with pen and ink to attempt to speak of the man of vigor and action whose sudden departure leaves a void whose bounds are indefinable. Only one thought keeps dinning into our consciousness—he's gone. Gone the foresighted leader and resolute warrior that was our friend and Brother. Gone the cheery greeting and warm handclasp, the sympathetic ear and the smile of encouragement. Gone without a flash of warning.

More than anyone, his boys at Local No. 5 will miss the presence of good old Mike. For he was not just an ordinary business agent. The local was his life. He had made of himself the organization's human dynamo, the lifeblood of its activity to such a degree that it becomes difficult to imagine the local without him.

Mike came to this country as a youngster of 15 from Ireland, and after working as a laborer laying tracks for street cars in New York, he was soon promoted to the job of an electrical mechanic. Four years after his arrival in New York, he came to Pittsburgh as a lineman and worked for several utility companies. In 1900 he joined the Electrical Workers' Union and was elected its business agent in 1908. Since then, with the exception of a short interval during the war, he held that position uninterruptedly.

As business agent, Mike Gordan developed in stature from day to day. He plunged into the struggle in behalf of the boys, and gave the job every ounce of energy and skill that he possessed. He fought hard and relentlessly and earned himself the hatred of all who were opposed to a square deal for the working man. But those same foes admired and respected him for his honesty and courage. And although he held a position of power and authority for over 30 years, not once was a finger of suspicion raised against him. Eventually employers realized that they had met a man they could not lick. That recognition marked the beginning of an era of over 18 years of comparative peace. It had become no longer necessary to use the big stick of a strike to convince the other side of the justice of collective bargaining.

Mike Gordan's reputation soon outgrew the bounds of Local No. 5. He was chosen member of the International Executive Council in 1911 and served as secretary of that body from 1916 to the date of his death. In 1938 he was chosen a vice president of the Pennsylvania State Federation of Labor and reelected in 1940. In the Pittsburgh Building Trades Council and the Central Labor Union he was a familiar figure, and many a business agent of other crafts and trades eagerly sought his suggestions and counsel.

Mike's first love was his job. The secret of Mike's success, however, was that he was bigger than his job. He refused to stop and rest on his oars after gaining an objective regarding wages, hours, or conditions of employment. With keen insight and broad vision he realized that a well-operated labor organization could fill many other needs of its members. Under his leadership, sick benefits were increased to \$10.00 per week and disability benefits to \$65.00 per month. Death benefits were raised to \$300.00, and under a group policy each member was insured for \$2,000 in addition to the benefits received from the Electrical Workers Benefit Association. Services of a physician, dentist, and optician were provided for members and their families, and a non-profit group hospitalization insurance plan was incorporated before any other

similar group was chartered in western Pennsylvania. Along these lines Mike was ever intent on providing for the wives and children of the members some measure of security. And you never saw Mike happier than on the day of the union's annual family picnic. No man worked harder or longer than he to insure a good time for the kiddies.

Not without good cause was Mike known as "Pappy" to some of his closer friends. He was a father to his "boys". Few of them would make an important decision without first seeing what Mike thought about it. If he was in a jam and needed help, he ran to Mike. Or, maybe it was just a long chat discussing some problems about the job or some domestic difficulties at home. Whatever the reason, the door to Mike's office was always open.

For these "boys" of his, it is still hard to realize that Mike is gone. They know there is no bargaining with death, and that Mike has met his Maker as is the fate of all mankind. But it will be a long, long time before they will forget that young man of 60 who was Brother and friend, father and champion, to all of them.

WILLIAM D. BECK,
Press Secretary.

L. U. NO. 7, SPRINGFIELD, MASS.

Editor:

It sure makes a scribe's heart feel good to realize how quickly I have received different replies from our Brother locals in regard to my article in the April JOURNAL on taking care of our older members and how the different locals have taken care of their members even after reaching the age of 55. I was surprised to receive a letter from a member who was initiated in Local No. 7; he did not say the year but it must have been some time back according to some of the reports of our members, and the only one whom I have asked who knew Brother Marshall Leavitt was Hank Connors, who was in the shop when Windy Chapin was in. He tells me he always reads my letters in the JOURNAL. I appreciate his letter and wish

him the best of success in Kansas City and I know the boys who remember him all send their best regards.

The movement to take care of the older members is in full swing and I understand that it will be taken up in our next convention.

We have been lucky enough to have another one of our members sent to Panama, a young member and good fellow, and I know Eddie McBride out there in Panama will welcome the good news, for he would not want a better pal than Tom Curran to help cheer him up and tell him about the home town. Quite a few of the boys, Ed, have received your card and thank you for remembering them; the next time please send your receiving address.

Working conditions in Springfield have been very fair the last couple of weeks, but all small work, members in and out of one shop to another. We expected the new air base in Chicopee to be going on full swing by now, so Business Agent Caffrey could help out the out-of-town locals, as they have helped us when we needed help, but like all government work it takes them a long time to get started, but when they do there is no let up, but the quicker the better.

We are expecting quite an addition to our armory buildings in Springfield. So far they have gone WPA, but we hope for better news.

E. MULLARKEY,
Press Secretary.

L. U. NO. 16, EVANSVILLE, IND.

Editor:

It seems as though at the present time the main problem before the American people is the great conflict in Europe, and today we have the bad news of France asking for peace. It seems as though it was a case of men against machines, a duplicate of which exists right here in America, the machine whipping the worker until at the present time we have millions of men on relief due to the advent of the machine. The second question is, who will be the nominees of the two major political parties in the coming presidential election?

Our friend, "Cry Baby" Willkie, has taken on quite a boom in the last few weeks. While I can't see how the Democrats can nominate anyone but President Roosevelt, it would be well for those two to make the race against each other as it would be a case of extreme conservatism and real liberalism. If Willkie is elected it will be goodbye for all the social and labor gains made during the last two administrations.

Work in this territory is moving along very nicely and it looks like we will have a fair summer's work. L. U. No. 16 had election of officers on June 21 and nearly all of the old officers were returned to their former office.

I see in the June WORKER in my last letter the office typist made a mistake in one name that I made reference to. In the WORKER it referred to Charles Elmon. It should have been Charles Elmore. So I hope no offense will be taken.

E. E. HOSKINSON,
Press Secretary.

L. U. NO. B-28, BALTIMORE, MD.

Editor:

The year's greatest event is now history, the election is over. Never in our history can we recall when an entire slate came through 100 per cent as did this one. It was the year's greatest event, indeed. For some offices there were numerous candidates. Of course this had the effect of splitting up the votes and this made it all the more remarkable for the above mentioned slate coming through as it did. Here are the successful officers for the next two years:

President, A. Knoedler; vice president, R. C. Forrest; recording secretary, C. Griffin; financial secretary, T. J. Fagen; treasurer, E. A. Garmatz; business manager, C. G. Scholtz; executive board, R. S. Melchoir, A. C. Hoffman, H. J. Mass, E. G. Rost; examining board, H. Reuter, J. H. McCauley, W. Knoppel.

Now that these boys will soon be installed in office we take this means to wish them every success and hope that any feeling that may have existed will be forgotten and all abide by our obligation and put your



Local Union No. 25, Mineola, N. Y., handled the installation of wiring and equipment for the American Totalisator Company, Belmont Race Track, Elmont, Long Island, May, 1940. Standing, left to right: Charles A. Mulligan, contractor; F. W. Faber, foreman; J. Williams, C. Schaefer, V. Tobin, J. Grogan, J. Tierney, H. Starke, J. Bummer, A. Milacek, C. Cottrell, S. Frewin, E. Phillips, O. Moll, H. Wright, W. Pausel, L. Ketcham, A. Martin, J. Murphy, assistant foreman. Seated, left to right: H. Oertel, W. Junge, C. Jagger, R. Mann, H. Schenstrom, J. Audevert, Shop Steward; J. Warmuth, C. Zimmerman, G. Heimer, M. Burggraf, W. Neiman, H. Phillips, J. Gilvey, N. Gates, J. Schaaf, R. Cole, R. Allen.

collective shoulder to the wheel and pull for the organization that aids you in properly securing your livelihood. We neglected to mention that our business manager was re-nominated and ran without any opposition whatever. This in itself is the greatest token of esteem for any officer. May greater success crown your efforts for the next two years, Carl. There were a great many after-election post mortems to be heard. A good many of the unsuccessful boys certainly polled surprisingly large numbers of votes which of course was to them a great source of satisfaction.

The meeting held prior to election was the noisiest in local history. We suspect the boys were trying to put over some of the big league political party stuff. Deals and misdeals were made, campaign cigars were passed out, and once again Betchelli's did a land-office business as he did during election night. Larry Huber again was in the limelight, this time with a unique device he displayed quite prominently. Larry's perpetual motion machine would be a good name for it. Johnny Raynor did his nominating in a manner and voice that was really high, wide and handsome.

Reading through the correspondence section we couldn't help but admire the remarkable piece of work done by Local No. 40 of Hollywood. That portable apparatus was both interesting in the picture as well as in the reading. It is things like these that really make us proud of the achievements of our Brothers.

Brother John Wynn, of Local No. 5, has come to our notice during this year. Johnny is one of those big boys (over six foot) who likes to pick on those short fellows (the Scribe). All in all John isn't quite bad, especially when in the vicinity of pop.

Brother Reds McCormick has a new formula for mixing gin and peanuts. Reds can take five cents worth of peanuts and one small glass of gin and make it appear as a bucket full of peanuts and still the same amount of liquid. Ask the boy, he knows the answer to this one.

R. S. ROSEMAN,
Press Secretary.

L. U. NO. B-79, SYRACUSE, N. Y.

Editor:

Friendship and goodwill were on the ascendancy in Syracuse Saturday, May 4, 1940.

Three hundred and fifty people will not soon forget the fine manifestation of high esteem accorded our president, John Neagle, who has served as president 20 years, and held membership 27 years.

All sections of our Empire State were represented. The International Office sent Vice President Kloter. Father Boland stood for the State Labor Board.

The Hotel Onondaga surpassed its own reputation as purveyor to the inner man. Vice President Kloter as toastmaster introduced the speakers with his usual point and wit. They included Father Boland; President John Haley, of Central New York Power Co.; Ex-Senator McElroy; William Golf, secretary, Syracuse Federation of Labor; Thomas Cockran, assistant commissioner of the Department of Labor, New York State; Mrs. Margaret Carroll, vice president of the women's auxiliary (Mrs. John Neagle is president); and Mrs. William Juneau. She and Brother George Lively made the presentations.

Seated one side of John Neagle were his wife and daughter, "Kate and Duplicate;" on the other his dear old widowed mother of 85 years. She was our most distinguished guest. And what homage she received! And God bless her noble heart, how she enjoyed it!



JOHN NEAGLE

Beloved president of L. U. No. B-79

Brother George Lively, chairman of arrangements, and his wife, who are both famous in the entertainment field, worked out a scheme that was classic in its perfection. They recruited and trained a corps of 28 young girls, beautifully attired, ranging in age from eight to 18 years. Each was provided with a long stemmed rose and an engraved placard. They proceeded, the smallest girl first, past the speakers' table, each presenting a rose to President Neagle; then on to the stage at the end of the banquet room. The cards spelled: "27 Years Service to L. U. No. B-79." Then cards reversed: "Happy Days! Brother Jack." The tension was then relieved as they broke into the strains of "O Johnny, O Johnny."

Later, out of respect for John's mother, we were favored with "Mother Machree" and "Silver Threads Among the Gold." Mrs. William Juneau presented our revered guest with a portrait of her famous son. Brother George Lively presented our president with a solid gold watch and chain. It was cruel to expect John to respond. He was overcome, breathless by the sheer loveliness of the affair. He somehow managed to make a suitable acknowledgment. Then followed a program of music, song, dance and skit of such originality and profusion the writer confesses confusion as to detail.

Withal it was an experience unique in the generous spirit which inspired the idea; the common selfless, tireless, endeavor to honor the honored one; and the rare humility of the recipient which made honor a joy, and joy a blessed memory, and memory—O what a grand world this is!

THOMAS BERRIGAN,
Press Secretary.

L. U. NO. 80, NORFOLK, VA.

Editor:

Local Union No. 80 has completed nominations of officers and held elections at our last meeting, June 18.

The following named officers were reelected for another term: Brothers T. F. Gray, president; D. M. Hafner, vice president; E. M. Moore, recording secretary; J. B. Gray, financial secretary.

Heretofore the offices of financial secretary, treasurer, and business agent have been combined, but this time we saw fit to spread them out more.

Brother A. B. Callis was elected to serve

as treasurer. Brother John C. Russell was elected to serve as business agent. This writer believes Brother Russell will make a splendid business agent.

Brothers Fred Russell, D. M. Hafner, E. M. Moore, E. C. Fowlkes, A. B. Callis, Earl White and V. D. Smith were elected to serve on the executive board.

Brothers V. D. Smith, Earl White, G. L. Bright, L. L. Drummond and John Russell were elected to serve on the examining board.

This writer thinks there could not have been a better group of men to head Local Union No. 80. So, Brothers of L. U. No. 80, let's give them our support and they will be a success.

We congratulate young Bill Hafner, who was among others to receive his wings at the College of William and Mary, V. P. I. (Norfolk Division). He graduated from the Civil Aeronautics Authority flight training course.

More power to the International Ladies Garment Workers Union for the action they took in coming back into the A. F. of L. fold.

I received the following letter from Mr. Philip H. Zipp, electrical contractor of New Brunswick, N. J.:

"PHILIP H. ZIPP
"Electrical Contractor
"37 Huntington St.
"New Brunswick, N. J.

"June 22, 1940.

"Local Union No. 80

"Norfolk, Va.

"Mr. M. P. Martin, Press Secretary

"Dear Sir:

"I am glad to have the opportunity to express my appreciation of the courteous treatment I have received from L. U. No. 80, on the work on the 350-ton hammerhead crane at the Norfolk Navy Yard.

"Cooperation on the part of Julius Gray, business agent, in sending good men was most helpful.

"Under the foremanship of John C. Russell, the job operated smoothly, and with the help and honest workmanship of Shirk, Miller, Byrns, Fleming, Edwards, Blick, Bowen and White, the job has been brought to a successful conclusion.

"I thank each of these men for the help they have given, and they can feel that they had a part in providing a powerful tool for the United States Navy.

"PHILIP H. ZIPP."

M. P. MARTIN,
Press Secretary.

L. U. NO. B-124, KANSAS CITY, MO.

Editor:

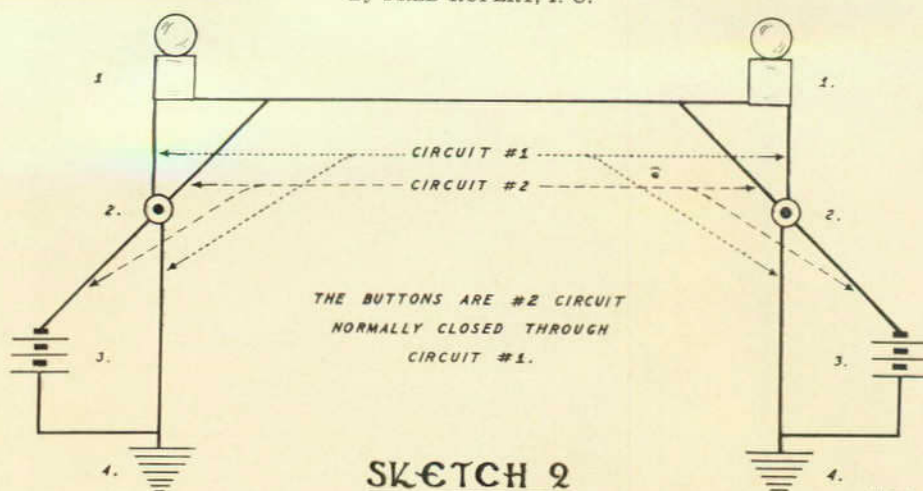
Quite a number of members are loafing at present. Work doesn't pick up as early as it did in former years. You thought we were going to say "in the Good Old Days." Well, we didn't, and we won't! The phrase gets into the seams of our shirt!

You hear it most often from men, graying into middle age, who are mourning their lost youth. Time has sifted out the unpleasant features and left them only the pleasant memories. To be sure, milk and beer were only a nickel for a quart—in the Good Old Days—and board, four bucks a week. But wages were \$12, \$15, maybe \$18 for six full days of work—and we mean full days. Long, hard days. You kept your card well hidden when you reported at the shop in the morning. And you went to the job in a crowded streetcar, loaded down like George Bungle the Saturday before Christmas.

Besides your toolbag, you carried a sack of knobs, a sack of tubes, a couple coils of wire, a coil of loom, a drum of bell wire, a bundle of speaking tubes and—believe it or not—an incredibly awkward boring machine! And you walked anywhere from two to

WIRING PROBLEM SOLVED

By FRED RUPERT, I. O.



This is Brother Rupert's solution to his wiring puzzle published in the May JOURNAL, with which this sketch should be compared. The problem was to connect up a return call system on one wire, using only material shown in Sketch 1, except for the necessary wire to connect the ends.

Brother Rupert says,

"This little article has brought me many answers from the many Brothers scattered across the country. I am glad to see that it inspired some of them to attempt an answer. The first correct one received, according to my own method, was sent in by Brother J. F. Hall, L. U. No. 466, Charleston, W. Va.

"Brother Potter, L. U. No. 716, Houston, Texas, sent in a correct solution worked out with a three point button that is as good as the two-circuit type, and maybe would be better under actual working conditions. Glad to see that so many members are on their toes when a question of this kind arises."

20 blocks after you got off the car. Yeah, we remember the "Good Old Days." We remember them well!

Listen, the good old days are here! As soon as they can rid themselves of the stinking plague of unemployment and the evil nightmare of war, laboring men will enjoy life as never before. That is—dammit, there always seems to be an "if"—if labor can hold hands and keep its feet on the ground till this howling hurricane of war hysteria blows over. If it can't, boys, you can fire your business manager and turn the key of your meeting hall back to the landlord because you won't be needing 'em for a good many years—if ever!

Organized labor is overwhelmingly in favor of building an impregnable fortress around freedom and democracy, and willing to shoulder its full share in the work, but it considers the right to exist as unions, to be an integral part of that freedom. It would have a lot more faith in the sincerity of the chief fist-shakers and flag-wavers if they hadn't begun their act by passing the infamous Smith Amendments to the Wagner Act, in the lower house of Congress. Labor finds it hard to believe that mass bombings on the wage and hour laws are inspired by pure patriotism. Workingmen are inclined to be a little suspicious, too, of the panting patriots who shout themselves hoarse for an immediate declaration of war for democracy, and in the same breath demand that our government scuttle its "social experiments."

Local Union No. B-124 has recently pushed out a new salient on the home front by organizing the radio service men. Business Managers Silvey and McIntire report considerable progress, but that the peculiar individuality of the radio repair business makes the going difficult.

The local members are on Jay Carr's neck, trying to get him to engineer nother of

L. U. No. B-124's justly famous picnics. Come on, Jay, let's all be Brothers!

A new 50,000 kva generator has just been installed by members of this local, in the northeast power house, under the foremanship of Brother Russell Hughes. Incidentally, this plant (constructed in 1920-21) was one of the first major public utility generating stations in this country to be built 100 per cent union.

Your reporter has been furnished a copy of the state electrical inspection bill being proposed by the Missouri Conference of Electrical Workers. The subject matter in the attractive format of the draft, is clear and logical, and impresses one as a law which will be of great benefit to the electrical industry and to the general public. Its assurance of added safety to life and property should make every citizen in the state an ardent supporter.

MARSHALL LEAVITT,
Press Secretary.

L. U. NO. B-163, WILKES-BARRE, PA.
Editor:

"Gold is tried with touchstone, and man with gold!" Lust for power and vice of crushing force might flare to fame today, but justice of tomorrow will surely avenge the crushed in the beautiful land of somewhere. Unjust conniving and crushing the other fellow undeservedly is not only malicious in principle but demoralizing in spirit as well as fatally destructive to the soul of incentive and a blight upon human progress.

Horace Greeley, among other things, said: "I would rather be right than President." We should take this lesson and always try to clear our own conscience, see and study things right through to the end and justify them, before we should attempt to convert others. Their opinions and chances to be

right are apt to be just as good as ours. The proof of the pudding is in the eating.

But if you believe that you are right in any honest purpose and fail in an attempt to justify your reasoning, don't blame the other person, and don't quit trying, but try again and prepare to be better able for the task on the next occasion, and abide by the principle involved. Use no intimidation or reprisals on others. But if you believe that you are unjustly dealt with and there is nothing left but to fight, take off your coat and go to it, and take a licking if need be, but don't quit until there is an honorable way out, and show your stuff over and over again if the circumstances warrant.

Honest criticism is an indication of courage and intellectual enlightenment. However, the burden of proof is upon the critic. More so, there is no one perfect and humanity is prone to err. An honest mistake is no crime, but repeated mistakes are no recommendation. However, it seems that we have a tendency to do wrong and keep doing it awkwardly, finding fault and criticising others, and right or wrong, try to justify our whims for it. Unlike the prodigal, we should always respect the rights of others if we ourselves want to be respected in the same manner. We must keep alive the spirit and desire for equality, improvement, the spirit of liberty, justice and peace in the soul of human endeavor, or perish in the fray of the survival of the fittest and man's fatal indifference and roguery to man. Therefore we should realize our predicament and strive with moral suasion to broaden our vision and realize that we are all an intricate part one of another and of the human family and that we succeed or fail according to the common good and achievement of all.

LOCALLY

We are in the midst of the summer slack of the anthracite coal trade, our major industry, and as a result business is suffering unmeasurably, and employment is down to zero. Many of our local members are idle. There seems to be no indication that the war hysteria and the anticipated aid to the Allies will cause any material industrial change or business boom in this section of the country, particularly in our immediate vicinity. If any competent electricians are needed any place within reason, we will go the limit to help supply the demand.

Brothers Joe Malloy, Charley Ransom and Jean Burke were local delegates in attendance to the one-day Pennsylvania State Electrical Workers' convention at Harrisburg, our state capital, Sunday, June 9. Such gatherings of electrical workers, sectional, regional or state-wide, should be a great aid for Brotherhood benefaction. Some one in attendance should report its progress.

The shocking and sad news of the sudden death of our beloved Brother M. P. Gordan of Pittsburgh was received with a feeling of profound sorrow. Brother Gordan's death was a great loss to the Brotherhood. He served his L. U. No. 5 of his native city and the Brotherhood in general with fervent zeal and faithful devotion; a member of the international executive council for a number of years, representing the third district, of which our local and state is a part. His great courage and valor, and his ingenuity were reliable assets in Brotherhood welfare. In our younger days we were good friends and I voted for him several times at conventions. In behalf of our local I wish to express to the bereaved family our sincere condolence and sympathy.

Another welcome letter was received from our good friend Brother Shappie, of Victoria, B. C.

Yours for local welfare and progress for the Brotherhood.

ANTHONY LOVE LYNCH,
Press Secretary.

L. U. NO. 205, DETROIT, MICH.

Editor:

System Federation 103 convention of New York Central System and Allied Lines was held in Cleveland, Ohio, on June 12, 13 and 14, 1940.

This convention, held to consider business relative to railroad shop crafts, including the railroad electrical workers, was attended by the writer as a delegate from L. U. No. 205, Detroit, Mich. I was selected by electrical delegates to write the story of the convention.

This meeting had 150 delegates in attendance, and has for its official business, the improvement of working conditions for all shop crafts on the New York Central and Allied Lines.

This federation convention, held every two years, serves as a means to receive the wishes of local federations in regard to changing federation by-laws, changing working conditions, rectifying improper and illegal application of working agreements on New York Central or Allied Lines, receiving a desire by any local federation to amend or receive a working agreement and to reelect new officers of this federation; also to provide a means for each craft to convene from every point and consider individual problems with their general chairman.

The coordination of all these interests by the crafts, through resolutions and motions, is the program of work for the federation officers for the next two years.

Members of local unions should instruct their recording secretary to send to Federation Secretary-Treasurer J. Rieber for a complete copy of business of this convention soon. However, the following resolutions are a few which were up for discussion:

1. To retire railroad men at 60 years, or with 30 years' service. To effectuate this resolution would require a higher tax on employees, and it was pointed out that Congress would be reluctant to do so.
2. Prevent railroads from borrowing money from R. F. C. for purchase of new equipment in outside shops when New York Central shopmen are idle, and when New York Central has facilities for doing this work. International President Felix Knight of the Carmen said he would prevail on Jesse Jones, president of R. F. C., to prevent this travesty on justice to railroad workers.
3. To afford better protection to craftsmen working on through trains by asking for definite methods of safety.
4. To reduce working hours to 30 hours a week, to take up slack in unemployment, however, with no reduction in pay.
5. The New York Central shops have the current habit of calling men back to work on a permanent job and at the end of 10 days, laying them off indefinitely. A resolution to enable a furloughed man 60 days to accept a job, and thereby keep his seniority, was passed unanimously.
6. The elimination of special apprentices was asked. These special men are not affected by working agreement, and so become supervisors, and thereby deprive craftsmen of well earned chance of becoming foremen.
7. A resolution to bridle Thurman Arnold was sent to the President and labor committee in Congress. Thurman Arnold has been interpreting anti-trust laws to include labor unions, when it is definitely known



OFFICIAL TEAM OF RAILROAD LOCAL NO. 205, DETROIT

that these laws were made to control unscrupulous corporations and monopolists.

8. Our federation officers will meet soon with NYC officials to discuss our request of two weeks vacations with pay. Again I urge union members to write for complete copy of work given to our federation officers for the next two years.

It is my further thought that local unions should have some means of securing information relative to system federation business, between conventions, in the form of reports. Perhaps some Brother has suggestions as to how to effectuate this. This applies also to system council activities.

We were particularly fortunate in having in attendance International Representative William Hartzheim, who spoke before the convention, advised and formulated resolutions for the electrical craft, attended system council meeting where our problems of L. U. No. 205 were thoroughly aired and conclusions reached. Practically every delegate sought and was given advice by Brother Hartzheim which will help solve the problems back home.

The Cleveland Locals No. 887 and 912 held a joint gathering for all visiting delegates, presided over by General Chairman John J. McCullough. This meeting, where every visiting delegate spoke, helped clarify the troubles of electrical workers by having local problems and methods made known to everybody.

The hospitality of the Cleveland locals will be a byword to every local and rightfully should be. On the entertainment committee who labored hard to help the visiting delegates were Brothers Carly Berg, Gene Franks and Roy Jones.

At the conclusion of the convention the writer asked for a special meeting to discuss future trend of electrical thought, and solidify the gains made by this convention. It was consensus of thought that the by-laws of system council should be amended; local federation interest should be furthered, local chairman interest on violations should be strengthened.

Electrical delegates must have been surprised at the evident interest shown by other craftsmen in their federations, and if every delegate went home with the knowledge of this effective interest, and the desire to have his local work along parallel lines, the next convention should certainly enhance the railroad electrical workers' prestige.

It is hoped that the editor of our Journal will modify his policy of non-segregation by identifying this article by R. R., so that maybe a new interest in railroad locals will be created.

RICHARD FRIEL,
Press Secretary.

L. U. NO. 245, TOLEDO, OHIO

Editor:

Now that you have put away your evening paper, which is full of nothing but national conventions and the horrors of war-torn Europe, let us read some local news. Local No. 245 has recorded the deaths of two of its good members the last month; one a member of long standing, George Greissinger, and the other James Glenn (please see memorandum). Brother Greissinger was for years employed in the fire and police signal division of our fair city and for several years was foreman of the line division. One day recently he reported for work as usual in the morning but complained that he did not feel well, and was taken home, where in less than an hour he passed away. The suddenness of his passing was a severe blow not only to his immediate family but to his circle of many friends which he had made in his seemingly small span of life. Brother Greissinger was only in the middle age of 49 years.

The sorrowful ending of Brother James Glenn is one of some mystery. Brother Glenn returned home after working the late trick at the Acme station, where he was an operator and trouble-clerk protom, but again left for a stroll. He was next heard of when his body was found in the waters of the Maumee River where he had accidentally fallen three days before. Like Brother Greissinger, Brother Glenn had made (and left) many, many friends to mourn his loss. And Local No. 245 sends to the families of these two Brothers the sincere sympathy of its entire membership.

The two new faces seen on the two-pin trouble trucks these days are those of Carl Ludwig and James McClain. Both these boys have earned their new position through long years of faithful service, and here's hoping that these boys remain with us for a long time, serving in this capacity. Carl Schultz, our troubleman and farmer de luxe, is now stationed at Water Street for the duration of the vacation season.

Several changes have taken place lately in the underground department, but the one outstanding event of the season was the appointment of C. O. Henninger as night foreman in charge of construction and destruction. C. O. is another old timer and his years of good service have placed him in position to handle his new duties very capably.

Elmer Webber recently passed out the pan-atelas. Mother and child are both doing well. Delbert Chatfield is the skinner on the bull gang. Dell weighs well over 200 now, but so did Frank Siems a few years ago when he started driving that truck.

Joseph Laurell informs me that he has

moved and wishes his address changed from 710½ Federal St., Toledo, Ohio, to 419 Rayer St., Toledo, Ohio.

It has been unofficially reported that Brunner has moved again, but if I can catch up to him in the next 60 or 90 days I will give his temporary address, making 12 in as many months. It looks like a reunion each Sunday at our up-river club where the employees get together to enjoy a real old chicken dinner with all the trimmings, prepared by Mrs. Grover Sweet, our new custodian. Both Mr. and Mrs. Sweet do their utmost to make you feel at home. And what she can do with those chickens and biscuits, well it just can't be beat! So make your reservations early for any Sunday, as the capacity is limited.

Mr. and Mrs. Arthur Cranker recently returned from an extended trip and visit from the sunny South; Florida was their destination and they report fine weather and a mighty fine time. (Florida Chamber of Commerce take notice.)

Wouldn't it be swell if the citizens of Europe would learn before it is too late that a paradise can be created only by the co-operation of its people and its government? And not by the slaying of a million innocent

lives for the three in power to enslave the remaining peoples.

America for Americans, and any invasion on American rights means but one thing: a warring America to keep American ideals for Americans. All trespassers will be evicted.

EDWARD E. DUKESHIRE,
Press Secretary.

L. U. NO. 284, PITTSFIELD, MASS.
Editor:

It has been many months since you had a letter from Local No. 284 up here in the hills, but we have been cultivating a union tree, and we have just picked some fruit from it. On May 1 we started negotiating for a raise and a new agreement, and what a time we had. We have three shops that call themselves the Big Three, or commonly speaking, the large contractors, who immediately lined up the others, and they absolutely refused to pay a cent more or sign an agreement that was fit to work under. We were deadlocked, and as a last resort we called in our international representative, Brother Walter J. Kenefick. He offered to economize, and made them a good offer, but still they said no.

On June 5 we called a special meeting with Brother Kenefick present. We got permission to take the boys out of the shops which did not sign by the following Monday, June 10. And here's what happened: Our business manager, Brother John D. Nelson, signed them all but the Big Three. Were their faces red. The boys were removed from two of the shops but unfortunately one shop went bad and we lost three of our members who were two sons and a brother of the boss. Our business manager is chairman of our building trades and we have their full support, and he is tying up the work and has been successful in taking three of their jobs away and having them turned over to fair contractors.

On June 17 our business manager signed up the other two and today through the efforts of a hard-working committee and our ever-plugging business manager, every contractor in our city but one has signed our agreement and is paying \$1.12½ till October 31, when it automatically goes to \$1.25 per hour. Every man is working and we have two on permit from our sister Local No. 96. Things look very good for the summer, and if nothing happens to yours truly I'll be

FRATERNITY OF THE AIR

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N6IAH	S. E. Hyde	Los Angeles, Calif.	W2HQW	Jack Krinsky	Brooklyn, N. Y.	W5BZL	O. M. Salter	Del Rio, Texas
N6SM	R. H. Lindquist	Turlock, Calif.	W2HUC	Victor Beachem	Bronx, N. Y.	W5BZX	Edwin E. Spurr	El Reno, Okla.
W1AGI	W. C. Nielson	Newport, R. I.	W2HXX	Joseph Trupiano	Brooklyn, N. Y.	W5CAP	William L. Canze	San Antonio, Texas
W1BDA	Roger F. Kennedy	Providence, R. I.	W2IOR	King J. Fothergill	Brooklyn, N. Y.	W5DRZ	Bill Atkinson	North Little Rock, Ark.
W1BFQ	William Pierce	Providence, R. I.	W2IPR	S. Kokinchak	Yonkers, N. Y.	W5EKL	L. D. Mathieu	Corpus Christi, Texas
W1BLU	Thomas Chase	Providence, R. I.	W2IPY	Lester Woodruff	New York City	W5EXY	H. R. Fees	Oklahoma City, Okla.
W1BME	Warren F. Stevens	Malden, Mass.	W2ISC	Francis A. Moran	Brooklyn, N. Y.	W5EYG	L. M. Reed	Oklahoma City, Okla.
W1BQN	Edward L. Philbrick	Medford, Mass.	W2IYX	Harvey J. McCoy	Brooklyn, N. Y.	W5FGC	Milton T. Lyman	Corpus Christi, Texas
W1BSD	William Walker	Providence, R. I.	W2JEL	Robert C. Sparrow	Bronx, N. Y.	W5FGF	S. A. Worley	Del Rio, Texas
W1CNZ	A. R. Johnson	Providence, R. I.	W2JFS	Frank C. Hills	New York City	W5FGH	H. M. Rhodus	San Antonio, Texas
W1DFQ	Ralph Buckley	Old Orchard Beach, Maine	W2KCC	Louis Freedman	Brooklyn, N. Y.	W5GHF	Robert E. Barr	Spring Hill, La.
W1DGW	Melvin I. Hill	W. Springfield, Mass.	W2KWC	J. Griskin	Brooklyn, N. Y.	W5GTQ	O. L. Bickley	Houston, Texas
W1DOH	K. A. Gennett	Malden, Mass.	W2LGE	Richard A. Coster	New York City	W5H2W	Erwin W. Reininger	New Braunfels, Texas
W1FHH	Ken V. Curtis	Lynn, Mass.	W2LLK	Al J. Sobek	Albany, N. Y.	W5ON	L. A. Hoskins	Houston, Texas
W1FIV	Lewis R. Collins	Portland, Maine	W2MEA	Steve R. Lucas, Jr.	New York, N. Y.	W6ANR	John R. Hubbell	Los Gatos, Calif.
W1FJA	Frank W. Lavery	Somerville, Mass.	W2MPJ	Frank Cizek, Jr.	New York City	W6ASZ	Earle Lyman	Long Beach, Calif.
W1FXA	Albert W. Moser	Portland, Maine	W2SMJ	James E. Johnston	New York City	W6BRM	S. C. Goldkamp	San Diego, Calif.
W1GKY	Joseph Manning	Chicopee, Mass.	W3FSI	E. H. Gardner	Bedminster, N. J.	W6DDP	John H. Barnes	Pacific Beach, Calif.
W1HX	Norman H. Young	Everett, Mass.	W3HOH	Ken Kingsbury	Barnardsville, N. J.	W6DKS	Frank Hannah	Oakland, Calif.
W1IK	Thomas A. Leavitt	Portland, Maine	W3HPX	K. Kingsbury, Jr.	Barnardsville, N. J.	W6EDR	Bernard Y. Smith	Berkeley, Calif.
W1INP	Eugene G. Warner	East Hartford, Conn.	W3HTJ	Frank Buyasak	Trenton, N. J.	W6EHZ	John Christy	Hollywood, Calif.
W1IQ	William H. Rule	Arlington, Mass.	W3JB	William N. Wilson	Media, Pa.	W6EV	Lester P. Hammond	Hollywood, Calif.
W1ISJ	Warren A. Hamilton	Portland, Maine	W4AAQ	S. J. Bayne	Birmingham, Ala.	W6GBJ	Eddie S. Futrell	Oakland, Calif.
W1IUA	Curtis B. Plummer	Portland, Maine	W4AJY	J. T. Dixon	Birmingham, Ala.	W6GFI	Roy Meadows	Los Angeles, Calif.
W1IYT	Henry Moller	Dracut, Mass.	W4AWP	Raymond A. Dalton	Durham, N. C.	W6IAH	S. E. Hyde	Los Angeles, Calif.
W1JWL	Lorenzo J. Fiore	So. Norwalk, Conn.	W4BEB	Thomas H. Todd	Tuscaloosa, Ala.	W6JDN	Harold L. Lucero	Dunsmuir, Calif.
W1KAC	Kenneth C. Cushing	Portland, Maine	W4BMF	P. B. Cram	Birmingham, Ala.	W6JHF	H. E. Chambers, Jr.	Tucson, Ariz.
W1KCH	Edward Monahan	Providence, R. I.	W4BOE	C. T. Lee	Birmingham, Ala.	W6JP	Harry Roediger	San Francisco, Calif.
W1KJN	Martin E. Keane	Boston, Mass.	W4BSQ	S. L. Hicks	Charlotte, N. C.	W6JVK	Jim H. Lowe	Pasadena, Calif.
W1LBH	Carter B. Hart	Lawrence, Mass.	W4BTT	R. M. Jones	Birmingham, Ala.	W6JWR	Roy S. Spaeth	Los Angeles, Calif.
W1LNR	Martin W. Joyce	W. Roxbury, Mass.	W4CBF	B. E. Going	Asheville, N. C.	W6LFU	Frank Richter	Escondido, Calif.
W1LUP	Robert Dettart	Malden, Mass.	W4CBJ	Henry Stahl	Jacksonville, Fla.	W6MGN	Thomas M. Catish	Fresno, Calif.
W1PP	George Rodick	Cape Elizabeth, Maine	W4CHB	R. W. Pratt	Memphis, Tenn.	W6NAV	Kenneth Price	San Diego, Calif.
W1QN	John D. Buttrick	Reading, Mass.	W4CJZ	T. G. Humphries	Birmingham, Ala.	W6OBI	Thomas Torpey	Alameda, Calif.
W1RC	Ralph Cowie	Arlington, Mass.	W4CYL	D. W. Dowd	Wetumka, Ala.	W6OHR	W. Nuttall	Berkeley, Calif.
W1TE	Kenneth B. Woodbury	So. Portland, Maine	W4DGS	James F. Thompson	Montgomery, Ala.	W6OPQ	Frank Young	San Francisco, Calif.
W2AMB	Fred W. Huff	Woodbridge, N. J.	W4DLW	Harry Hill	Savannah, Ga.	W6ORX	L. P. Root	Phoenix, Ariz.
W2ASI	Monroe M. Freedman	Bronx, N. Y.	W4DQM	Roger J. Sherron, Jr.	Durham, N. C.	W6PTF	Charles M. Sheetz	Fresno, Calif.
W2AYI	Stephen Mankowski	Brooklyn, N. Y.	W4EAG	J. B. Robbins	Birmingham, Ala.	W6QEK	Jim H. Lowe	Long Beach, Calif.
W2BFL	Anthony J. Samaliois	Elizabeth, N. J.	W4ELQ	H. S. Hurley	Birmingham, Ala.	W6RH	Bill Overstreet	San Francisco, Calif.
W2BQB	William E. Kind	Bronx, N. Y. C.	W4EVI	L. W. Thomas	Birmingham, Ala.	W7AG	Bill Campbell	Seattle, Wash.
W2CAD	Paul A. Ward	Newark, N. J.	W4FKN	Russell A. Law	Atlanta, Ga.	W7AMX	A. H. Bean	Portland, Oreg.
W2DXX	Irving Megeff	Brooklyn, N. Y.	W4FTP	Chadwick M. Baker, Jr.	Birmingham, Ala.	W7ATY	A. H. Thibodo	Portland, Oreg.
W2EYR	John J. Jankowski	Garden City, L. I., N. Y.	W4GOU	H. D. Carl	Birmingham, Ala.	W7AYM	Robt. A. Ferguson	Seattle, Wash.
W2GAM	R. L. Petrask, Jr.	Newark, N. J.	W4JY	I. J. Jones	Birmingham, Ala.	W7BHB	Olaf Thompson	Glendive, Mont.
W2GIC	L. A. Judge	Northport, L. I., N. Y.	W4LO	L. C. Kron	Birmingham, Ala.	W7BHW	H. A. Aggerbeck	Tolt, Wash.
W2GIY	John C. Muller	Bronx, N. Y. C.	W4NY	Robert B. Webb	Wilmington, N. C.	W7BWK	A. H. Brudwig	Portland, Oreg.
W2HFJ	R. L. Petrask, Jr.	Newark, N. J.	W4SE	C. M. Gray	Birmingham, Ala.	W7BZF	Geo. A. Freeman	Seattle, Wash.
			W4UV	Julius C. Vessels	Chattanooga, Tenn.	W7CP	A. H. Barnard	Portland, Oreg.

FRATERNITY GROWS BY COMMUNICATION

throwing the switch every fourth Thursday for Local No. 284.

WILLIAM B. MORRISON,
Press Secretary.

L. U. NO. B-292, MINNEAPOLIS, MINN.

Editor:

L. U. No. B-292 in pursuance of the forward looking policy of the movement for the shorter workday, as exemplified by the more progressive locals (such as L. U. No. B-3 and several others), started their demand about the first of the year for the six-hour day to be embodied in their agreement for this year. However, after arguing the matter for quite some time we realized that it would be impossible, this year, to cut from an eight to a six-hour day. Therefore we modified our demand from six to seven hours and then settled down to a determined stand for the seven-hour day (35-hour week) at \$1.50 per hour and, after having to take the strike vote and call in the state conciliator, we were finally able to put over the new agreement with this wage and hour scale in it and sign up the electrical contractors on this basis without

having to go out on strike, but we came as close to a strike as we have during the past 20 years.

So the first of July the new agreement goes into effect and L. U. No. B-292 will be working the seven-hour day. We hope, by the time we come to negotiate the next agreement that conditions will shape themselves so that we will be able to put over the six-hour day.

On June 18 we held our election of officers and feel that we have elected a very fine group of men to administer the affairs and guard the welfare of the local for the ensuing two years. Nearly all of them have already held office for two years or longer, so we know from experience that they will always devote their best efforts to the furtherance of the best interests of the L. U. The elected officers are: President, E. J. Conway; vice president, John Edmond; recording secretary, William N. Nessler; financial secretary, Guy W. Alexander; treasurer, W. Waples; business manager, Claude J. Skeldon; executive board, E. J. Conway, Harold B. Smith, Herbert H. Holly, William N. Nessler, Paul Bartholoma, Clarence Johnson and John L. Davies; examin-

ing board, John L. Davies, Thor Enebo, Arthur B. Wilson, Ray Allison and Roy Hodge.

In appreciation of the loyal services, in behalf of the L. U., rendered by the retiring officers during the past two years, the membership voted them a fishing trip to the north woods.

We left Minneapolis at 6 p. m. on Friday, June 21 (which by the way was the opening date for several kinds of game fish in the northern zone of Minnesota). We reached our destination—Evergreen Lodge, on Island Lake, near the town of Northhome—at 12 midnight, which gave us the opportunity for a few hours' rest before going out on the lake for the early morning fishing.

Evergreen Lodge is a spacious summer camp and fishing and hunting resort about 60 miles south of the Canadian line, up in the pine tree country of northern Minnesota on Highway 46. It is owned and operated by Harold P. Watson, a Brother member of L. U. No. 292, who proved himself a first class host.

We had two of the larger cottages which gave the 18 men of our party comfortable accommodations.

FRATERNITY OF THE AIR

(Copyright)

W7CPY R. Rex Roberts Glendive, Mont.
W7CT Les Crouter Butte, Mont.
W7DES Floyd Wickencamp Casper, Wyo.
W7DHK H. L. Bennett Ashland, Oreg.
W7DJP Mark Nichols Casper, Wyo.
W7DXQ Al Eckes Miles City, Mont.
W7DXZ Frank C. Pratt Tacoma, Wash.
W7EAF L. H. Klahn Portland, Oreg.
W7ELF Frank Potter Seattle, Wash.
W7EQM Albert W. Beck Big Sandy, Mont.
W7FBI Kenneth O. Snyder Renton, Wash.
W7FD Otto Johnson Seattle, Wash.
W7FGS C. A. Gray Walla Walla, Wash.
W7FGZ Walter Partlow Great Falls, Mont.
W7FL Geoffrey A. Woodhouse

Wolf Creek, Mont.
W7FMG F. E. Parker Seattle, Wash.
W7FWB J. Howard Smith Wenatchee, Wash.
W7GG Geo. D. Crockett, Sr.

Milwaukie, Oreg.
W7GHG Tom Reid Rockport, Wash.
W7II Sumner W. Ostrum

Milwaukie, Oreg.
W7JE C. E. Anderson Portland, Oreg.
W7NS Fred J. Follett Tacoma, Wash.
W7RX Nick Foster Seattle, Wash.
W7SQ James E. Willis Dieringer, Wash.
W7UL C. M. Carlquist Portland, Oreg.
W7WH O. R. Anderson Portland, Oreg.
W7ZF G. E. Foster Portland, Oreg.
W8ABO Vaughn E. Seeds Columbus, Ohio
W8ACB Raymond Jelinek Detroit, Mich.
W8APU Douglas E. Church Syracuse, N. Y.
W8AVL E. W. Watton Rochester, N. Y.
W8BQC Cecil Armstrong Toledo, Ohio
W8BRK Howard G. Wacker Pittsburgh, Pa.
W8DHQ Harold C. Whitford Hornell, N. Y.
W8DI E. E. Hertz Cleveland, Ohio
W8DME Charles J. Heiser Auburn, N. Y.
W8DV Philip Bloom Toledo, Ohio
W8EDR W. O. Beck Toledo, Ohio
W8FAP William O. Rankin Pittsburgh, Pa.
W8GHX H. E. Owen Angola, N. Y.
W8GJQ Edward Goon Toledo, Ohio
W8KB Wallace H. Collins Clio, Mich.
W8LHU H. W. Walker Akron, Ohio
W8LJX T. E. Bobbitt Huntington, W. Va.
W8LMF W. A. Stevenson Chateaugay, N. Y.
W8LQT J. H. Melvin Rochester, N. Y.
W8NV George Lister Cleveland, Ohio
W8OCV Fred Lyle Lakewood, Ohio
W8ODX Archie Williams Toledo, Ohio
W8OVR Fred M. Dickinson Lima, Ohio
W8PKR J. W. Hamill Cleveland, Ohio
W8QVE Charles L. Kirch Pittsburgh, Pa.

W8QZN Carl W. Bieber Buffalo, N. Y.
W8RB William Stringfellow Toledo, Ohio
W8RHR William M. Gamble Pittsburgh, Pa.
W8RUJ Charles B. Sproull Pittsburgh, Pa.
W8SKO W. O. Beck Luna Pier, Mich.
W8SXU George E. Oden Wauseon, Ohio
W9AET Paul Luecke Fort Wayne, Ind.
W9ANE Louis Steiner Wisconsin Dells, Wis.
W9ASW J. Oigard St. Paul, Minn.
W9ATH Robert Perkins Chicago, Ill.
W9AVG C. E. Boardman Kenosha, Wis.
W9AVP Walter E. Phillips Chicago, Ill.
W9BBU Everett D. Blackman Elgin, Ill.
W9BFA Leonard Gunderson

Elmwood Park, Ill.
W9BLR Leo Stafford Springfield, Mo.
W9BTA Wm. E. Barrett Sheboygan, Wis.
W9BXG F. N. Reichenecker

Kansas City, Kans.
W9CCK John J. Noonan Chicago, Ill.
W9CUB J. C. McCowen Des Moines, Iowa
W9DBY Kenneth G. Alley Marion, Ill.
W9DJE Stanley Fisher Racine, Wis.
W9DLH James C. Mathney Elgin, Ill.
W9DMZ Clarence Kraus Kansas City, Kans.
W9DRN H. J. Swanson Twin Lakes, Wis.
W9EOF James A. Turner Elgin, Ill.

W9FDC E. A. Peavey Des Moines, Iowa
W9FDG T. W. Wigton Aurora, Ill.
W9FJ Charles Grover Chicago, Ill.
W9FOJ Roy C. Eastman East St. Louis, Ill.
W9FTT I. D. Burkhardt Kokomo, Ind.

W9GEW Manfred C. Johnson Hibbing, Minn.
W9GGG Edward W. Chavoen Chicago, Ill.
W9GKV E. V. Anderson Chicago, Ill.
W9GVY E. O. Schuman Chicago, Ill.

W9GWZ H. A. Leslie Wisconsin Rapids, Wis.
W9HCU Wm. Clark Webster Wichita, Kans.
W9HCF Robert B. Kuehn St. Paul, Minn.
W9HKG Victor Hoffman Sheboygan, Wis.
W9IUS Robert Gifford Bois D'Arc, Mo.

W9IQ Walter Meyers Desplaines, Ill.
W9IUJ Arthur A. Avery Elmhurst, Ill.
W9IYW W. H. Woodard Chicago, Ill.
W9IZM Gordon Davidson Racine, Wis.
W9JAO Fred Diedrick Springfield, Mo.

W9JPJ F. N. Stephenson Waterloo, Iowa
W9JWF Paul J. Shock St. Louis, Mo.
W9JZH C. E. Johnson Des Moines, Iowa
W9KPC Celeste Giarrante Joliet, Ill.

W9LAV Wayne Clay Springfield, Mo.
W9LDJ Orvin Simpson Springfield, Mo.
W9MAP Ernest Storer Rockford, Ill.
W9MCH James A. Umbarger Kokomo, Ind.

W9MEL Harold S. (Mel) Hart Chicago, Ill.
W9MMP Harry Probst Chicago, Ill.
W9MZS J. Lester Paulsen Chicago, Ill.
W9NDA Paul L. Edwards Alton, Ill.
W9NHC John C. Sorenson Chicago, Ill.
W9NN Robert E. Baird Oak Park, Ill.
W9NYD Elmer Zitzman Roxana, Ill.
W9OUT Herbert Gerend Kaukauna, Wis.
W9PD Ray Anderson Chicago, Ill.
W9PEM Harry Barton Villa Park, Ill.
W9PFH Wilfred T. Simonsen Racine, Wis.
W9PHQ Henry Golden Racine, Wis.
W9PNH Frank Riggs Rockford, Ill.
W9PRE Vincent Dolva Mandan, N. Dak.
W9QC F. L. Dechant Racine, Wis.
W9QJ Larry Leith Chicago, Ill.

W9RBM Ernest O. Bertrand Kansas City, Mo.
W9RRX Bob J. Adair Midlothian, Ill.
W9RV John Gause Chicago, Ill.

W9RYF S. V. Jennings New Albany, Ind.
W9S Frank Smith Waterloo, Iowa
W9SLS Herbert Beltz Fort Wayne, Ind.
W9SMF Albert H. Waters Alton, Ill.

W9SBO Harry V. Eyring Kansas City, Mo.
W9TBM Raymond Eversole Fort Wayne, Ind.
W9TP Maynard Marquardt Northbrook, Ill.

W9UEL John P. Harrison Pueblo, Colo.
W9UKV Maynard Faith Fort Wayne, Ind.
W9UPV Milton Placko Chicago, Ill.

W9URV S. F. Johnson Chicago, Ill.
W9VBQ Oscar H. Baker Lawrence, Kans.
W9VLM Harold Flesman St. Joseph, Mo.
W9VUG R. E. Christopherson Bismarck, N. Dak.

W9VXM J. F. Sheneman Somerset, Ky.
W9WEA Clyde J. White Chicago, Ill.
W9WNF Myron E. Earl Chicago, Ill.

W9YHV Vernon Little DuQuoin, Ill.
W9YKT Richard J. Ikelman Pueblo, Colo.
W9YMF A. G. Roberts Chicago, Ill.
W9YMI Leon J. Schinkten Chicago, Ill.

W9YRB Melvin J. Weihman Aurora, Ill.
W9YWT Garnet J. Grayson Chicago, Ill.
W9ZHQ Raymond E. McNulty Chicago, Ill.

Canada

VE3AHZ Thomas Yates Beavertams, Ont.
VE3GK Sid Burnett Toronto, Ont.
VE4ABM E. K. Watson Lethbridge, Alta.
VE4RQ J. W. Hallett Calgary, Alta.
VE4SA R. G. Sutfin Calgary, Alta.

FRATERNITY GROWS BY COMMUNICATION

LOCAL UNION NO. 794

CHICAGO, ILL.

Whereas it has taken 150 years of struggle and sacrifice on the part of the American workers to bring about the present standard of living, wages and working conditions of the people; and

Whereas the labor unions in the United States have been the greatest instrument of the people for achieving this standard of living, for safeguarding and protecting decent wages and working conditions, and for maintaining democracy and civil liberties; and

Whereas under the pretext of prosecuting criminals and racketeers in the labor movement through the use of the Sherman Anti-Trust Law, the labor unions are being attacked and threatened with destruction; and

Whereas such action by the Attorney General's office is aimed directly at undermining of the trades union movement in this country and consequently at the living standards of the people that these unions have brought about; therefore be it

Resolved, That Local Union No. 794, I. B. of E. W., with a membership of 250, at its meeting of May 16, 1940, in the city of Chicago, goes on record as unalterably opposed to the use of the Sherman Anti-Trust Law against the labor unions, in violation of the Clayton Amendment; and be it further

Resolved, That copies of this resolution be sent to President Roosevelt, Attorney General Robert H. Jackson, to President Tracy, Vice President Duffy, and to International Secretary Bugniazet for publication in our JOURNAL.

Presented by

LOUIS GILLES,
C. C. PERRY,
JOHN WADDELL.

On Saturday afternoon some of us made a trip to the village of Redby, in the Indian reservation, on lower Red Lake, where we went through the sawmill there (which by the way is owned and operated by the Indians), returning to camp in time for supper and then the evening fishing.

We certainly spent a very enjoyable weekend and caught quite a few fish—though they were not biting very well at that time. We returned to Minneapolis on Sunday, the twenty-third, at about 6 p. m.

It was a grand outing, enjoyed by a grand bunch of good fellows, and will long linger in the memory of the officers of L. U. No. B-292.

W. WAPLES,
Press Secretary.

L. U. NO. B-309, EAST ST. LOUIS, ILL.

Editor:

In the May issue of the JOURNAL, reports were published from the electrical workers' councils in Wisconsin, Indiana, Massachusetts and California. We are a young organization so this is our first report.

Our first meeting was held in Springfield, Mo., in May, 1939, at which meeting our organization was assisted by Brother Larry Braton of the carpenters' union. Also at the first meeting, President Wood, of the State Federation of Labor, made a very fine address and encouraged the organization of state associations. The temporary organization perfected at Springfield set July, 1939, for the election of permanent officers at a meeting that was held in Jefferson City. Brother J. E. Thompson, of Springfield, was chosen president and has held the office since. Attending each of our meetings was Brother Frank Murphy, of Kansas City.

At the January meeting in Jefferson City, a legislative committee was appointed with Brother Murphy as chairman. The legislative committee reported to the Joplin meeting with a recommendation that an electrical inspection law be presented to the state legislature. The Joplin meeting, being the third since the organization, was well attended with a representation from the entire state. Many problems that had come before different locals were discussed. The session extended over two days. The electrical inspection law proposed was presented to the

State Federation of Labor convention and was endorsed by that body.

On Saturday night, May 18, the members of the conference were guests at a banquet furnished by Local Union No. 95 of Joplin. President Wood, of the State Federation of Labor, attended this banquet also and was accorded an honorary membership.

The entertainment at the different meetings of the conference has been excellent but we would appreciate more information from Press Secretary Joseph A. Slattery, of the Massachusetts Council, regarding the R. A. R.

The most encouraging sign of progress is in the increase in attendance. Our first meeting was attended by delegates from about five unions. Our last meeting being attended by delegates from practically every union in the state, about 30 delegates in number.

Although we have not elected a press secretary, this information is furnished in the hope that it will help to forward the work with state conferences in other states.

Through the efforts of members of our organization in this vicinity we recently completed a job for the state highway department of Missouri. This is one of the few instances where our organization has been able to obtain any of the electrical work done by the state highway department. We feel, however, that with continued efforts and cooperation of all locals through the state conference we will be able to get more of this type of work.

H. H. HARRISON,
Asst. Press Secretary.

L. U. NO. 363, ROCKLAND COUNTY, N. Y., AND VICINITY

Editor:

In the June issue of the JOURNAL there appeared on page 305 an article printed by permission from the New York Times, titled "Dunkerque, The Glory of Common Men." I hope that this was not passed over by our readers because this one example of the courage displayed by free thinking men stands out beyond all the conquests and achievements of a mad war machine bossed by a scab paperhanger, who has still to taste defeat. In his union-busting campaign, anti-religious movement, suppression of free

speech and utter lack of respect for his given word, Hitler has demonstrated that he is in truth the mad dog, not only of Europe, but of the world. He has invaded and seized neutral countries, Norway, Denmark, Holland, Belgium, Poland and others. With others he has made treaties. Did he respect the neutrality of the countries he invaded? Will he respect the pacts he has signed with Russia and Italy? Has he ever kept his given word? The answer to all these questions is no. When his own motive is accomplished he will turn on his allies, Russia and Italy.

In an article of mine printed in the JOURNAL of October, 1939, I mentioned that the time may come that the two existing democracies in Europe may fall. Then with success inspiring them the dictators may turn their eyes toward this continent. This prophecy in 1939 was only a guess. Today, with one democracy already fallen, it is almost a reality. At the time our President said, to refuse to sell to belligerent nations only helps aggressors. How true this statement was, time has told in the outcome of the war to date. Today there stands only the British Empire between Hitler and his movement to crush democracy in Europe.

The people of the United States have at last awakened to the fact that we are not as secure as we have always led ourselves to believe. However we still have an element in this country that continues to preach the doctrine of security. But take it from me, Brothers, it is a false security. It was this sense of false security that helped to defeat France in the period of six weeks of active warfare. The same forces are at work in this country which have so well succeeded in the conquered European countries.

It is a known fact that we have a Fifth Column element. This so called Fifth Column is spread over the length and breadth, not only of this United States, but over this entire continent. In South America and in Mexico they have undermined the entire government. In this country they have been active especially in some labor unions. They are also to be found in the ranks of our professional element. A great number of them came into this country in the guise of refugees and our big-hearted country welcomed them with open arms. Today they are solidly entrenched, boring from within, in an attempt to weaken our government, and in many cases transmitting information to foreign powers.

How to handle this problem is not only a matter for the United States Intelligence Service but also for labor. The A. F. of L. should get together at this time with the C. I. O., forget past differences and purge their ranks of all communist and nazi elements, because if we are to start work on this giant armament program we do not want any person or persons within our ranks who may divulge secrets to our enemies.

The Republicans are busy at this time nominating a candidate for President and also knocking President Roosevelt for his foreign policy and everything else that he has done during his two terms of office. Herbert Hoover has had much to say. I wonder if he could have done as much or half as well, had he been reelected for a second term. He certainly left the country in a fine situation on the day he left office, with banks all over the country closing their doors. If President Roosevelt never had done another thing during the eight years he was in office but to straighten out the banking situation as he did so adroitly and effectively, then he gets my vote for a third term. In the emergency that faces the country today I believe that our present Chief Executive is the man best fitted to carry on in one of the most critical moments

of our history. He has proven that he is friendly toward labor, and in this emergency labor and government must work hand and hand to put over the greatest building program that has ever confronted this nation. The situation today is acute, and by the time election comes around in November the outlook may be much darker.

Now along the brighter side of things I want to state that Local No. 363 has negotiated with the electrical contractors an agreement to take effect July 1 for a six-hour day, 30-hour week at the rate of \$2.00 per hour for journeymen and \$1.10 per hour for apprentices. It is with great pride that I make this statement. Two years of hard work was necessary to put this movement over and the credit goes entirely to the 30-hour-week committee who never lost heart even when things looked the darkest.

While work is not exactly plentiful at present the prospects are good for the near future. When things break, however, we will remember the locals that have befriended us in the past and extend a call to them for men as we always have done.

During the past two years I have from time to time expressed myself in the pages of the JOURNAL on the 30-hour week and have received many communications from Brothers who shared my views along these lines. These letters of encouragement helped me realize that there were others who were attempting the same thing. Many thanks to Jim Deasy, of Local No. 25, you have the right dope, keep the ball rolling. To all the Brothers of Local No. B-3 who have helped with data on the six-hour-day program I want to extend my personal thanks. I also want to state that Local No. 363 is ready and willing to render any help or assistance to any locals that are attempting to negotiate an agreement for shorter hours.

Hoping to hear of more 30-hour-week locals in the near future, I will sign off for this month.

CHARLES H. PRINDLE,
Press Secretary.

L. U. NO. B 462, JUNEAU, ALASKA

Editor:

You undoubtedly will be surprised to hear from this section of the North American Continent, but we, too, enjoy the letters from the local unions of the different parts of the United States proper, and thought that as we are in Alaska and familiar with conditions as they exist, not as reported by some imaginative writer who seems to think that he is doing humanity a great favor by telling what he thinks about conditions instead of the truth, you could pass the word along to some of the members of the I. B. E. W. local unions who are considering leaving jobs, even though they may not be steady, and coming to this part of the country in hopes of securing work on one of the federal projects that the newspapers are playing up so strong, that are either contemplated or just getting in shape to start construction.

First: The Seims Drake Puget Sound Co., contractors for the U. S. Naval Air Bases in Alaska, have signed contracts with the A. F. of L. trades unions to employ all their men through the unions, giving bona fide residents of Alaska preference on all work for which they are qualified.

Second: There is a heavy surplus of transient labor, both skilled and unskilled, in Alaska at the present time and at the sites of construction the influx of both skilled and unskilled men has created many hardships to both the resident and transient worker seeking employment, and if the steady stream of unemployed pouring into the territory is not checked by some means, this winter will witness hardships and suffering

such as Alaska has never had to endure before.

The population of Alaska is only about 70,000 or less, of which about 35,000 are native Indians, Eskimos, Orientals, etc., consequently, there are not sufficient housing facilities to afford sleeping quarters, even of the humblest type, for the vast horde of men who have come to Alaska seeking work. The majority of this vast horde have very little money, and prices in Alaska are high. Many men land here with less than \$10, not quite enough to pay for a week's board, and expect to get work here, when the majority of men will undoubtedly be hired through the union halls of Seattle, Wash.

We hope that this letter will help to prevent some of our fraternal Brothers from leaving homes and employment to come on a wild goose chase, hunting the end of the rainbow, to this far off territory.

K. D. BRADLEY,
President.

L. U. NO. 483, TACOMA, WASH.

Editor:

Time was when a newspaper could concentrate on a juicy murder, the current Hollywood scandal, or such, and feel its day was complete. But no more. Now the murders are en masse, at the order of self-made psychopaths in high places. Immorality is by order, a means toward the one end of military success. For cannon must be fed, the projectiles must find a mark. Human flesh must be there to stop the high-velocity steel and lead.

Americans awakened with a start some weeks ago. At first we could not be sure we weren't still asleep and in the grip of some horrible nightmare, but by now the truth is beginning to sink home, and the truth is that democratic government as we have known it and fought for it in America is at the crossroads, fighting for its life. In this fight, organized labor can not sit on the sidelines as a mere spectator. It must participate, to the end that human freedom be not forever lost.

Attempts at destruction of civil liberties in America do not all emanate from abroad. We have disruptionists of our own who can give lessons to both Hitler and Stalin. Their methods are subtle, their objectives obscure, but inevitably their work leads toward destruction of the rights of the common man, you and me. The drift toward peonage entails the further rise of those few at the top to more concentrated power as wealth gathers in increasing volume in fewer and fewer hands. *And that is the ladder which leads inevitably to fascism.*

Those who scream hysterically that invasion of the United States is just around the corner, and those who scornfully assert American power and invincibility, are both wrong. The United States will not be invaded from abroad—yet.

Hitler's technique for subjugation of other countries is by far the most successful ever used in all historical time. He does not attempt the impossible. But America is his natural objective after consolidation of his European conquests, for America has the wealth, the resources, and, by the very success of its democratic form of government, stands out as a challenge which must be overcome if totalitarianism is to be hailed as the complete success which is Hitler's aim.

Professions of friendship and disinterest are the inevitable preliminary. These have already been forthcoming. Meanwhile the work of the Fifth Column proceeds—the paid agents and the traitors and the bemused sympathizers whose eyes are dazzled by the false glamor of all-conquering power—who can not see the bowed backs of the obscure

millions whose slave-labor is the foundation upon which that military might is built.

America's best defense against the "softening" process, which is the prelude to conquest and resultant upon the activities of spies and traitors, is not to impose regimentation and the iron discipline desired by military-minded leaders whose contacts with the problems of the worker have been slight. As has been truly said, "The solution to the problems of democracy is—more democracy!" Our best defense against the machinations of fifth columnists is more democracy—the opportunity to earn a fair living; protection of the rights and liberties of the people; suppression of profiteering in necessities. If, in the end, war does come, then we must see to it that restrictive legislation enacted is self-limited, for the duration of the war and no more.

Many have felt that democracy as a form of government has failed; that a dictator is somehow in a better position to end unemployment, to promote the common welfare. But—we have seen the results of dictatorship in Europe and Asia.

It is not democracy that has failed. It is the imperfect application of the principles of democracy. Human greed has not been curbed, and the benefits of mechanization have been allowed to accrue largely to capital, not to labor and the consumer. In that we have failed.

Before this appears in print the British may have been beaten, their captured navy a threat to the United States. In that case, the emphasis will be on feverish construction of ships, of planes, of all the engines of destruction thought necessary for our defense. That will be the test of labor's ability to preserve the rights and prerogatives it has so painfully acquired through the decades. The forces of reaction will use every subterfuge, every means of moral sabotage, to beat the worker down. Marshalled behind them, because the situation is falsely colored, will be an inflamed public opinion, semi-hysterical because reactionary propaganda exaggerates the danger. The worker who attempts to maintain decent standards, who declines peonage status, will find that the cards are stacked against him.

The future is not bright. If and when the military war ends, economic warfare will surely continue. It will be a period of retrenchment, hard times, depression. American exports will shrink to nothing. Again the cry will go up that democracy—representative government—has failed, that we must have a dictator who can bring order out of chaos! The temptation will be strong. It is up to organized labor, the largest affiliated group with parallel interests, to combat that tendency.

L. O. LOFQUIST,
Press Secretary.

L. U. NO. 512, GRAND FALLS, NEWFOUNDLAND

Editor:

The long expected and welcome visit of our genial delegate eventuated since our last communication and as usual in such cases the period of his stay was marked by the pre-dominance of activity extraordinary.

Under the circumstances of the uncertain and cataclysmic present the negotiations were carried to a successful conclusion, albeit the presentation of L. U. No. 512 was rather idealistic, agreement in principle by the management can be interpreted in a favourable light.

The regular meeting of May was presided over by the international delegate and the "boys" were glad of the opportunity to give him a welcome in true Newfoundland style.

A dinner was held to observe our anni-

versary. The Parish Hall was the scene and the date, May 30, was juggled along the lines of the natal day of St. Patrick in order to enable us to have Brother Brodrick with us on this occasion.

After the dinner had been properly disposed of the following toast list was likewise honored:

THE KING: Responded to by the national anthem.

THE INTERNATIONAL DELEGATE: Proposed by Brother P. L. Shapleigh, Response by Brother James Brodrick.

OUR GUESTS: Proposed by Brother A. G. Duggan, Response by H. Fletcher.

THE LADIES: Proposed by R. W. Sullivan, Response by Mrs. L. Arnold.

Community singing between toasts was also an indication of the remarkable fact that electricity has many voices.

The master of ceremonies, Brother F. M. Shapleigh, called upon Brother H. Burnell, of the pulp and sulphite, to address the gathering. Brother Burnell aptly rose to the occasion and in the course of a very able discourse stressed the hospitality of this country.

The president of L. U. No. 512 had prepared a little surprise for two of our Brothers who were going overseas in the armed forces and the success of the strategy was evident when he called Brothers Charlie Edwards and Bill Lannon to ask them to accept a presentation from the members of L. U. No. 512, bid them God-speed and a safe return. Both made adequate replies despite the fact that they were taken off guard.

The master of ceremonies then ad libbed to the extent of choosing a few victims and putting them on the spot for a speech or a song or anything else he thought they might be able to do. He made quite an extension to the program in this manner and it decidedly helped the enjoyment of the evening. All those who were conscripted responded in good humor and were not at a loss to fill the bill. A high light of this form of recreation was when the M. C. was conscripted himself and he had to comply with a step dance which he did in his own inimitable style and it must be said that his agility would tax to the utmost dancers many years younger than "Shap."

The evening terminated in an informal dance, the music provided by volunteer pianists amongst the gathering, and it was greatly enjoyed by the participants.

The singing of Auld Lang Syne and the national anthem brought to a close a memorable occasion and marks another milestone on the journey of L. U. No. 512.

The women's auxiliary are very actively employed. Their enthusiasm and energy deserve more than passing comment and will prove an inspiration to the Brotherhood as well as a material help.

Life being composed of tragic contrasts we turn from the recording of the annual dinner to the chronicling of the passing from our ranks of our late Brother, Thomas Hennessey.

Tom, as he was generally known, was a dyed-in-the-wool linesman of the old school, hard working, industrious, and with a remarkably cheerful disposition. He was a staunch supporter of the Brotherhood and a tried, true and loyal member.

There is a definite trend towards the outdoors at this time of the year and when the weather man gets into his stride much more

of this horticulture, agriculture, botany, and various aspects of entomology, usually associated with fishing, where it might be stated that the insect vivisects the genus homo as the weather warms up. However, at the present writing all the members are enjoying the best of health and there is plenty to do.

RONALD GRIFFIN,
Press Secretary.

L. U. NO. 527, GALVESTON, TEXAS Editor:

Summer has really swung in fully, much more than had been expected. Along with it our city has blossomed forth as a real "play-ground." At this writing work in the city has slackened considerably, due to the war abroad. A good many people and business concerns have stopped contemplated building that had been planned.

We are very happy to say, though, that most of the surplus Brothers have been employed by our neighboring local and upon the Dow Company job. This job will keep most of the fellows employed for some time so that we do not fear that any will be so hard hit, due to the uncertainty that we are experiencing.

Would like to report at this time, and perhaps it may sound a little amusing to Brothers in some parts, but Galveston is finally getting its first air-conditioned office building. Air-conditioning in this city has not gone forward with the stride it has in other states or other cities in Texas. But we advance a reason for this as Galveston's proximity to the sea coast almost affords it nature's air-conditioning. Though when working in some closed quarters you realize that the sun shines just as hot here as anywhere else.



LOCAL NO. 512, GRAND FALLS, NEWFOUNDLAND, WOMEN'S AUXILIARY AND GUESTS, ANNIVERSARY DINNER, MAY 30, 1940

Bottom row: Mrs. D. Harvey, Mrs. L. Arnold, president Women's Auxiliary; Miss M. Bouzanne, Mrs. M. Griffin, treasurer; Mrs. J. C. Sullivan, secretary; Mrs. W. H. Morrow, Mrs. P. L. Shapleigh, vice president; Mrs. J. S. Bragg, Mrs. D. Foote, Mrs. R. W. Sullivan, Mrs. A. G. Duggan. Second row: D. Harvey, Mrs. H. Noel, W. J. Lannon, R. Griffin, P. L. Shapleigh, James Brodrick, Mrs. R. Brown, J. C. Sullivan, Mrs. M. Willar, W. H. Morrow, Mrs. A. Taylor, R. Brown, J. S. Bragg, Mrs. R. J. Hillier. Top row: C. Edwards, H. Noel, L. Arnold, G. Allen, H. Fletcher, A. G. Duggan, R. J. Hillier, D. Foote. In the arch: J. Butler, M. Willar, R. W. Sullivan, H. Burnell, A. Taylor.



Galveston is ready to welcome tourists with a new half-million dollar tourist court. L. U. No. 527 furnished the crew to do the wiring for the big roadside hostelry.

Getting back to more about our out-of-town Brothers, it seems that when they come in to attend a meeting it is more like a homecoming day, but we sincerely think that the experience they get in working in and about the state is very valuable both to them and to our local organization. For ideas and thoughts that are inducted into our local gained from other local organizations are sometimes helpful and beneficial to all of us.

At this writing the Texas State Federation of Labor is holding their convention and along with it the State Electrical Workers held forth. Since our delegate, John Croft, has not yet returned, I could not give any high lights as to proceedings. Having planned to attend, nature decided otherwise, so will have to be content with a proxy report.

A flash of a few sparks from the marine department finds that the fellows across the bay have fared fairly well this year. Starting off with a bang it seemed as if their purses would not hold the pay check, but there was a sudden slacking due to the neutrality bill, but with the navy program spreading out it seems that they will finish this year with their share of this work.

Although now past history, am enclosing a picture of the crew who worked upon the completion of new half-million dollar tourist court, known as the Jack Tar Courts. In the picture, reading from left to right, are: D. E. Beall, Art. Lockridge, H. F. Jaekel, V. L. Sucich, H. E. Beall, contractor; Ed. Raynor, foreman, and M. Slough.

VIDO L. SUCICH,
Press Secretary.

L. U. NO. 572, SPRINGHILL, LA.

Editor:

At the annual election held the first Friday in June, the following officers were chosen. Brother W. C. Barnett, a veteran union man, was reelected to serve as president. Brother Joe Davis was chosen as vice president. Brother "Hack" Runnels was elected to fill the office of financial secretary after Brother J. D. Hodge declined the nomination for reelection. Brothers "Bob" Barr and L. A. Jenkins were reelected to their posts as recording secretary and treasurer respectively. Brothers Milton Atkins and Claude Dalton were selected as inspectors.

Our local gained the distinction in May of becoming the first local union in the Springfield plant to become 100 per cent.

Brother W. G. Patterson, retiring vice president, was unanimously selected as local delegate to the labor-company contract conference to be held in Mobile.

The labor contract between the Southern Kraft Corporation and the A. F. of L. organ-

izations in the southern division expired May 31, but was extended to June 10 because of petitions of the company and of the C. I. O. before the NLRB to determine the bargaining agency. As foreseen by all of us, the A. F. of L. was denoted as the sole agency and C. I. O. petition was rejected.

Brother Orville Bourelle has become a proud papa. Brother Jimmie Pettigrew took unto himself a "Missis."

R. E. BARR,
Recording Secretary.

L. U. NO. 585, EL PASO, TEXAS

An Appeal to Organized Labor For Justice

In the fall of 1934 the employees of the power plant and distribution departments of the El Paso Electric Co., chose to join the International Brotherhood of Electrical Workers, Local No. 585, after the company failed to live up to the principles of the NRA, and gave the employees a 5 per cent cut to pay for the cost of the additional help that would be required to operate under the NRA.

As soon as the company learned of the organizing of their employees they set up a company union and started a ruthless campaign of discrimination, firing union members, threatening to deprive them of seniority rights, and denying them promotions.

After M. C. Smith, president of the El Paso Electric Co., announced that he could not do business with the I. B. E. W. as he had signed a three-year contract with his company union, a strike was called on February 28, 1935, putting the town in darkness for 15 hours.

Dr. Edwin A. Elliott, of the National Labor Board, was then called in and the strike was settled, with the men getting a contract for six months, and among other things, wage increases were to have been granted.

No sooner had the smoke from the strike cleared away than the company started importing men from other Stone and Webster properties to help carry on a campaign of intimidation and coercion, which has never been equaled anywhere in this country. Men in the union were bought out, sold out, and scared out. This sort of thing lasted for nearly five months, or until the Wagner Act became a law.

In November, 1935, the I. B. E. W. files its first case with the NLRB against the El Paso Electric Co. The board then started hearing the case, but the company attorneys obtained an injunction from the federal court stopping the hearing of the case on the constitutionality of the Wagner Act and the jurisdiction of the board. This injunction had to be fought clear through the courts to the

Supreme Court before the board was allowed to carry on with the case.

During the time that the NLRB was restrained from any further action in the case, the company started making plans to lock out the union members. So on February 27, 1936, the union again resorted to its own economic strength and the switch was pulled. The company then fired all of the men who walked out and mailed them their final checks. They also filed false charges against seven union members and had them shanghaied out of this state and put in jail in New Mexico, but the men were cleared in court.

The injunction was beaten in the spring of 1937 and the labor board finished the hearing in the fall of 1937. The board then held the case until the spring of 1938 when a proposed decision was given. Then another delay of a year took place before a final decision was given, being the reinstatement of the men with full back pay and all seniority rights.

The company defied the order and the case was then turned over to the settlement division of the NLRB where it lay dormant in their hands until March 9, 1940, when it was put into the Fifth Circuit Court of New Orleans. The date for the hearing of the case was then set for June 3, 1940, but on May 13, 1940, the case was postponed until the following term of court by a joint agreement of the NLRB vs. El Paso Electric Co.

The electrical workers have repeatedly asked for enforcement of the order but without success.

It is incredible to believe that justice could be held down in a free and democratic country like this by such a bitter anti-union utility company as Stone and Webster.

This local union and organized labor has suffered greatly by the blitzkrieg tactics Stone and Webster have used in holding down justice these last four years.

GEORGE A. HOMMEL,
Press Secretary.

L. U. NO. 632, ATLANTA, GA.

Hello everybody!

Back again. I feel I cannot write this month without mentioning something about the poor unfortunates across the pond who are facing a madman, and as I write this I wonder if the other one lusty for power will fall in line, too, with the one that already has caused too much suffering and misery. This is the price you pay for dictatorship. You are led blindfolded into battle under false pretense and many a young man and boy has died thinking he was right.

I am glad to say that the laboring people of the United States of today are more educated now than ever before and it is due to our great President, our Congress, and the heads of the standard organizations that this has been accomplished. It has not been a very easy task. But, thank goodness, we have gained more under this administration than all of the others put together.

We are constantly growing and expanding into new fields every day which is very gratifying to the membership and officers. To continue to do this will mean a closer understanding of all of our problems and government.

Two fundamental conceptions of trade unions are in conflict at the present moment in the United States and if allowed to run much longer I'm sure we are heading for a collapse. The first is the concept of the technological union having relationships with an industry, understanding the problems of that industry, capable of making a rich return to that industry of skilled and disciplined labor, capable of building up a structure of industrial relations on a positive basis, minimizing disputes and strikes, and constantly and progressively protecting the manpower of that industry.



1940 ANNUAL GOVERNING BOARD MEETING, ASSOCIATED BROADCAST TECHNICIANS UNIT OF THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, WASHINGTON, D. C., JUNE 17, 18, 19 AND 20.

Left to right, seated: Financial Secretary Ed. Philbrick, Boston; Councilor Ralph Painter, Charlotte; Councilor Howard Stephan, Cincinnati; President Lyman Swendsen, Minneapolis; International President Dan W. Tracy, International Brotherhood of Electrical Workers; E. D. Bieretz, Assistant to International President Tracy; Recording Secretary Robert Mayberry, New York; Councilor Percy Zeigler, Omaha; Councilor Ed. Laker, Washington. Standing: Representative Russ Rennaker; Business Manager D. J. Dunlop; Treasurer Ted Denton, Hollywood, and Vice President Franklyn George, Chicago.

The second is the political union, taking little or no responsibility for the problem of the industry in which it functions, but seeking to create a class party, capable of taking over the government, or if this fails—mobilizing lobbyists and votes to that degree that it can control government policies.

In Europe the last type of unionism is in vogue upon the continent principally in France and used to be in Belgium, but has little or no support in countries like England. As long as the German trade unions before Hitler followed the first line of policy, namely the technological, the labor movement was powerful. As soon as the republic came and the trade union leaders were drawn off into political jobs and political leaders interpenetrated the trade unions, Hitler found his opportunity.

If the United States is to make a choice between these two types of unionism, we believe that it will choose the first. This does not mean that the technological union does not take an interest in good government and use its organized power to secure good government, but it refuses to weaken its organization for political purposes.

THE SENTINEL,
Press Secretary.

L. U. NO. 734, NORFOLK, VA.

Editor:

Greetings from L. U. No. 734. It has been a long time since you have heard anything from this local, but we haven't been dead, just lazy. The reason for this sudden burst of literary effort is the recent effort on the part of some of our government officials to lengthen the workweek of civil service workers throughout these United States. Of course, if necessary, L. U. No. 734, as well as all other union men everywhere, are ready, willing, and able to work from sun to sun in order to protect this wonderful country of ours. But isn't it rather silly to say that there are not enough skilled workers available at this time? The American Federation of Labor as well as the I. B. E. W. can show

that there are millions of men praying for a chance to go back to earning a living by the sweat of their brows, or otherwise. Surely with millions of men unemployed, they are not all unskilled workers. Surely there are skilled enough to fill the places in the ship-building industry. Surely we don't want to discard shorter hours until, and unless, we find that it is absolutely necessary.

The recent convention of the Virginia Federation of Labor, at the request of this local, adopted resolutions opposing any lengthening of working hours until the large number of employable unemployed workers are reabsorbed into productive industry. Maybe some of you can do something about this to help the cause. At any rate let's hear from some of you on the subject.

Business at the Norfolk Navy Yard is booming and business with L. U. No. 734 is better than ever. We are rapidly nearing the 400 mark in membership and growing steadily.

More later.

O. W. HERB,
Press Secretary.

L. U. NO. 887, CLEVELAND, OHIO

Editor:

This is the initial attempt on my part to endeavor to insert in the pages of the best labor journal in the U. S. A. a message from a live-wire railroad local union to our fellow railroad electrical workers.

At this late hour we wish to express our pleasure at the appointment of our old friend and pal, J. J. Duffy, to the office of international vice president of railroads. We wish to also congratulate our old friend Charley McCloskey, who has been appointed an international representative. Our former president, Bill Blake, is now a member of the National Railroad Adjustment Board, Division No. 2, and has our wishes for the best of luck. Duffy lived in Cleveland for some time and we feel that he is one of us, and therefore take particular pride in his ability and achievements. Charley McCloskey attended our meetings frequently and we know what a good job he was doing on the Erie.

The System Federation convention of System Federation No. 103, N. Y. C. lines, was held in Cleveland on June 12, 13 and 14, which brought together delegates from ten local unions. Vice President Duffy was unable to be present but was ably represented by International Representative Bill Hartzheim. Smiling John McCullough was present and handled the situation in his usual efficient manner, assisted by Gene Frank, Andy Rohaley, Art Bittel, Lou Moher and the rest of the wires that keep this local functioning. We missed our pal, Brother Kievit, but with an heir in the household it could not be done. The young hopeful is officially named Robert Thomas, but the local has named him Andy Bill.

This is the month of June, and the year is 1940, which means that it is time that the working men get their heads together and arrangements made to use their voting strength in a sane and sensible manner to hang on to the advantages we have gained by not letting political spellbinders take our minds from the issues at stake, and wreck all we have gained by voting for unknown and indefinite men and issues. A third term is not illegal, unpatriotic, or imperialistic, but just good common sense at this time. Why vote for the inexperienced stooge of those who would like to tear down what we have fought to build up?

EARL BARTLETT,
Press Secretary.

L. U. NO. 1141, OKLAHOMA CITY, OKLA.

Editor:

I don't think I have written anything since our change in business managers.

Art Edwards, our former business agent, resigned to accept a position with the I. O., directly under the supervision of W. L. Ingram in Fort Worth, Texas.

When Art took over Local No. 1141 he started from bottom with but a few members, and a scale of 90 cents, and he was successful in raising it to its present scale of \$1.25, and a membership of over 100 members.

He organized the battery workers into a "B" local and started negotiations with the radio broadcasting workers.

Thanks to Art, and we wish him all the success possible in his new position.

Tom Rushing took over where Art left off and is doing a splendid job.

The radio broadcasting workers of KOMA have been signed up and are doing well.

The battery workers have been negotiating a new agreement but have had some difficulty, and at present are on strike. We hope by the time this goes to press it will all be smoothed out and the boys back to work.

Things are pretty quiet at present here, but prospects are it will be pretty good before long.

In the past we have joined the Trades and Labor Council in a parade on Labor Day, but this year we have all voted to go on a picnic where all the women folks and children can participate and have a grand time together.

The war situation being more serious to America than ever before, presents a grave problem to us all, with so many "isms" working in our midst.

The Oklahoma City Trades and Labor Council, coping with this problem, has drawn up the following resolution, and a copy of it and the one of Tom Rushing and R. L. Webb, of Local No. 584, has been sent to the President of the United States, the governor of Oklahoma and the mayor of Oklahoma City.

Un-American Activities

Whereas the Oklahoma State Federation of Labor and its parent body, the American

Federation of Labor, have always been opposed to communism, nazism and all other types of "isms" that would seek to destroy our democratic form of government; and

Whereas the Communist Party and Nazi German Bund are getting bolder each day with their subversive propaganda, and un-American activities; now therefore be it

Resolved, by the Oklahoma Federation of Labor, That its affiliated unions be warned again to be on the alert against these foreign propagandists before they get into our American institutions; and be it further

Resolved, That the members be alert to report to the Oklahoma State Federation of Labor and to the constituted authorities of our government any un-American activities that may come to their attention.

TOM M. RUSHING,

I. B. E. W. Local Union No. 1141,

R. L. WEBB,

I. B. E. W. Local Union No. 584,

Adopted by Oklahoma State Federation of Labor in Convention, September 1939.

Whereas world conditions and warring nations in the far East and in Europe, are threatening civilization, destroying humanity and the material production as well as peoples and nations; and

Whereas the United States of America is a world power and a great democracy of freedom-loving people; and

Whereas our Declaration of Independence and our Constitution guarantee to us the basic freedom of humanity administered through the people as a democracy; and

Whereas there are subversive forces now active in one way and another in our country seeking to overthrow our form of government by advocating and teaching communism, nazism and fascism, which are inimical to our democracy; and

Whereas it is the desire of the Oklahoma City Trades and Labor Council to offer to the national government and state government and city government its wholehearted cooperation and service and assistance in preserving, protecting and perpetuating the basic principles of our freedom and our democracy;

Whereas as a matter of information, the American Federation of Labor nor any of its affiliated units are permitted to tolerate in its membership anyone who is a member of the Communist Party or other subversive forces; be it therefore

Resolved, That the Oklahoma City Trades and Labor Council go on record, and it does hereby go on record, offering its service to the duly constituted authority of the City of Oklahoma City, State of Oklahoma, and the United States of America, to help and assist in whatever capacity that is within its power and authority to assist the just mentioned units of our government to preserve, protect, and perpetuate our democracy and its basic freedoms we enjoy as a free people; and be it further

Resolved, That a copy of this resolution be spread upon the records of the Oklahoma City Trades and Labor Council; and be it further

Resolved, That copies of this resolution be sent to the mayor of Oklahoma City, the governor of the State of Oklahoma, and the President and Congress of the United States.

Now let's all join in and help Kate Smith sing "God Bless America."

HERBERT WILSON,
Press Secretary.

WOMAN'S WORK

(Continued from page 368)

use. Vitamin C is affected by heat, therefore it is best to serve tomatoes raw

THE GOOD OLD I. B. E. W.

INCREASE your organization,
Now,
Today,
Everywhere,
Recording
New
Attendance,
'T is
Indeed
Our
National
A dvice to
Labor.

BEST for every location,
Real
O bjective,
T ruthfully
H elp
E very
R equest,
H onest
O ccupation
O nly
D esired.

EVERY kind of occupation,
L et
E very
C raft
T ry
R ecruting,
I ncrease
C arefully
A nd
L oyalty.

WE need your cooperation,
O nly
R esults
K nown,
E very
R ecruit
S trengthens labor's foundation.

By L. H. FOURCHER,

L. U. No. 397, Gamboa, C. Z.

rather than cooked. Vitamins in the B group are water-soluble, and therefore it is best to adopt a method of cooking which uses the smallest possible amount of water; and then to utilize that pot liquor which is left in one way or another so that the nutrients dissolved in it shall not be thrown away.

In my own household I find that a kettle full of good old fashioned split pea or bean soup once a week will take care of the left-over meat and vegetable juices in a very satisfactory way, and will also furnish the one or two servings a week of mature dry legumes advocated in the moderate cost good diet.

SUGGESTIONS FOR SAVING VITAMINS

Here are some handy hints to clip out and tack up over your stove or work table, showing you how to avoid loss of vitamins in food preparation:

Don't stir air into foods while cooking.

Don't put them through a sieve while still hot.

Don't use soda in cooking green vegetables.

In boiling foods, raise the temperature to the boiling point as rapidly as possible.

Use as little water as possible.

Don't use long cooking processes such as stewing when shorter methods are feasible.

Don't throw away water in which vegetables have been cooked. Use it in making sauces, gravies and soups.

Don't fry foods valuable for their content of vitamins A, B₁, or C. Destruction of these vitamins is less with other methods of cooking.

Prepare chopped fruit and vegetable salads just before serving.

Start cooking frozen foods while they are still frozen.

Serve raw frozen foods immediately after thawing.

Serve fresh fruits and vegetables raw whenever they can palatably be eaten that way.

I. O. SPEAKS OUT

(Continued from page 387)

The third question around which difference of opinion has revolved as between the officers and the local electricians' committees is the average prevailing wage. We might point out to this board that prevailing wage has taken on unusual significance during the last seven years by reason of the fact that a number of government agencies, many of which operate businesses and industries in competition with private business and private industry, have interpreted prevailing wage to mean the union wage. Thus, the Tennessee Valley Authority which arose out of defense needs of the nation at Muscle Shoals, interprets prevailing rate of wage to mean the union wage throughout the seven states of the Tennessee Valley.

If this board will investigate, it will find out the Public Works Agency of the government has held steadfastly to the view that prevailing wage means the union wage. If this navy board should, therefore, rule that the prevailing wage is the union wage and would rule favorably to the workers on the other two points, we would get the following principle:

WAGES IN THE NAVY YARD SHALL BE ESTABLISHED FOR THE ELECTRICIANS IN TERMS OF THE AVERAGE UNION WAGE SCALE IN ALL BRANCHES OF THE ELECTRICAL INDUSTRY IN AN AREA LARGE ENOUGH SURROUNDING THE NAVY YARD TO SECURE A TYPICAL CROSS SECTION OF THE WAGE RATES IN EVERY BRANCH OF THE ELECTRICAL INDUSTRY.

The fourth question around which there has grown controversy as between officers and local electricians' committees is, what is the nature of electrical skill? We have already pointed out to this board that the work in the navy yards demands the highest degree of skill and the highest degree of responsibility. This goes back to our first contention that the work of electricians is touched with public significance, in particular, work in navy yards where the preservation of the nation itself may depend upon the sound wiring and the sound installation of equipment in battleships.

IN MEMORIAM

Philip Smith, L. U. No. B-688

Initiated November 10, 1936

It is with a deep feeling of sadness that we, as fellow members of Local Union No. B-688, International Brotherhood of Electrical Workers, record the passing of our president and loyal member, Brother Philip Smith; and

Whereas it is our desire to recognize our loss in the passing of Brother Smith and express our appreciation of his loyalty to the cause of our Brotherhood; therefore be it

Resolved, That we express our deep sympathy to his bereaved family; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be spread on the minutes of our lodge and a copy be sent to our official Journal for publication; and be it further

Resolved, That our charter be draped for 30 days.

L. E. LEAMAN,
Recording Secretary.

Harry Stanley, L. U. No. B-9

Initiated April 12, 1916

Whereas Almighty God, in His infinite wisdom, has removed from our midst our esteemed and worthy Brother, Harry Stanley; and

Whereas in the death of Brother Stanley Local Union No. B-9, of the International Brotherhood of Electrical Workers, has lost one of its true and devoted members; therefore be it

Resolved, That Local Union No. B-9 recognizes its great loss in the death of Brother Stanley and hereby expresses its appreciation of his services to the cause of our Brotherhood; and be it further

Resolved, That Local Union No. B-9 tenders its sincere sympathy to the family of our good Brother in their time of great bereavement; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of our Local Union No. B-9 and a copy be sent to the official Journal of our Brotherhood for publication.

RALPH A. BREHMAN,
JOHN LAMPING,
HARRY SLATER,
Committee.

Edward R. Sutton, L. U. No. 610

Initiated May 3, 1937

It is with a feeling of sadness that we, the members of Local Union No. 610, International Brotherhood of Electrical Workers, record the passing of our late Brother, Edward R. Sutton; and

Whereas it is our desire to express our grief to the loved ones and friends left behind and extend to them our sympathy and understanding; therefore be it

Resolved, That a copy of these resolutions be spread upon the minutes of our meeting, a copy be sent to the bereaved family, and a copy be sent to our official Journal for publication; and be it further

Resolved, That our charter be draped for a period of 30 days and that we stand in silence one minute as a tribute to his memory.

JOHN NOVAK,
CHARLES COYLE,
JOSEPH SMITH,
Committee.

John A. Kierstead, L. U. No. 122

Initiated February 5, 1918

Whereas it has pleased Almighty God, in His infinite wisdom, to remove from our midst our esteemed and worthy Brother, John A. Kierstead; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere regret and sympathy; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy spread upon the minutes and a copy sent to the official Journal of our Brotherhood for publication; and be it further

Resolved, That in reverence to our deceased Brother we drape our charter for a period of 30 days.

WAYNE P. DAVIS,
C. A. SHELTON,
ARTHUR B. KENNEY,
Committee.

Steve Witte, L. U. No. 494

Initiated January 28, 1937

Whereas the Almighty God, in His wisdom, has taken from our midst our esteemed and worthy Brother, Steve Witte; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincerest sympathy; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy spread upon our minutes and a copy be sent to our official Journal for publication.

ARTHUR C. SCHROEDER,
THEO. J. LA CHAPPELLE,
GEORGE A. KAISER,
JOHN A. BERST,
GEORGE J. SPATH, JR.,
E. J. FRANSWAY,
Committee.

Jack H. Ressler, L. U. No. 459

Reinstated March 21, 1940

Whereas it has pleased the Almighty God, in His infinite wisdom, to remove from our midst our esteemed and worthy Brother, Jack H. Ressler, of Seward, Pa.; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere regret and sympathy; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy spread upon the minutes, and a copy sent to the official Journal of our Brotherhood for publication.

W. E. ROGERS,
Recording Secretary.
ELLSWORTH CLARIDGE,
President.

L. B. Gilmer, L. U. No. 813

Initiated April 18, 1934

It is with a sincere feeling of sorrow and regret that we, the members of Local Union No. 813, record the untimely passing, June 3, of our worthy Brother, L. B. Gilmer; and

Whereas while bowing in humble submission to God's infinite wisdom, we will keenly feel the gap created by the absence of this loyal Brother; therefore be it

Resolved, That in this dark hour of trial and sorrow, we extend to the members of his family and relatives our deep and heartfelt sympathy; and be it further

Resolved, That we as a body, in meeting assembled, stand in silence for one minute as a tribute to his memory; and be it further

Resolved, That a copy of these resolutions be spread upon the minutes of our meeting, a copy be sent to his bereaved family, a copy be sent to our official Journal for publication, and that our charter be draped for a period of 30 days.

E. L. MAWYER,
President.

Thomas Ness, L. U. No. B-636

Initiated June 14, 1937

It is with a sincere feeling of sorrow that we, as members of Local Union B-636, I. B. E. W., record the passing of Brother Thomas Ness; therefore be it

Resolved, That we pay tribute to his memory and that we express our sympathy to the family who mourn his loss; and be it further

Resolved, That a copy of these resolutions be sent to the bereaved family, a copy spread upon the minutes of this meeting, and a copy sent to the official Journal of our Brotherhood for publication.

JOHN NOBLE,
W. B. CRAIG,
Committee.

Douglas Wolfram, L. U. No. 332

Initiated May 3, 1933

It is with feelings of sadness that we, the members of Local Union No. 332, I. B. E. W., record the death of Brother Douglas Wolfram; therefore be it

Resolved, That we the members of Local No. 332 drape our charter for 30 days in tribute to his memory and also that a copy of this resolution be spread on our minutes, a copy be sent to his family and a copy be sent to the official Journal for publication.

RAY H. STEINER,
Recording Secretary.

Michael P. Gordan, L. U. No. B-5

Initiated December 10, 1900

Whereas Almighty God, in His infinite wisdom, has seen fit to take from our midst

MICHAEL P. GORDAN

Whereas we, the members of Local No. B-5, have lost our business agent and undisputed leader after 32 years of continuous and meritorious service; and

Whereas he unselfishly devoted his life to our interests and to furthering the good of the electrical industry; and

Whereas he dedicated himself unstintingly to the struggle for improving the lot of his fellow working man; and

Whereas he successfully challenged those obstacles that strewn our path through these many years with supreme confidence and unflinching courage; and

Whereas he was close friend, advisor and Brother to all of us, seeing with a clear eye and helping with a strong hand; therefore be it

Resolved, That we, the members of Local No. B-5, I. B. E. W., mourn our great loss and extend our heartfelt sympathy to his surviving relatives; and be it further

Resolved, That in respect to his memory we stand in silence for two minutes; and be it further

Resolved, That a copy of these resolutions be forwarded to his surviving kin, a copy sent to our official Journal for publication, and a copy spread upon our minutes.

JOHN BRADLEY,
WILLIAM G. SHORD,
MONTE GETZ,
Committee.

Thomas Hennessey, L. U. No. 512

Initiated April 15, 1939

Whereas the Eternal Father has been pleased to call from our ranks Brother Thomas Hennessey, we pay tribute to his memory by standing in silence for the space of one minute; therefore be it

Resolved, That we extend to the bereaved loved ones the sincere and heartfelt sympathy of this local in this mutual loss; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy to be spread upon the minutes of the local union, and a copy to be sent to the International Office for publication in our official Journal; and be it further

Resolved, That our charter be draped for a period of 30 days in respect to the memory of our late Brother.

R. W. SULLIVAN,
Recording Secretary.

W. H. Young, L. U. No. B-77

Initiated June 5, 1934

Whereas it is with deep sorrow and regret that we, the members of Local Union No. B-77, I. B. E. W., record the passing of our Brother, W. H. Young, on April 29; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That a copy of this resolution be sent to his family, a copy be spread upon our minutes and a copy be sent to the Electrical Workers' Journal for publication; and be it further

Resolved, That we drape our charter for a period of 30 days.

JOHN LEWIS,
KEN NATHEN,
H. J. FRELLSEN,
Committee.

Lee Earl Bielefeld, L. U. No. 369

Initiated August 23, 1937

Whereas Almighty God, in His infinite wisdom, has seen fit to take from our midst Brother Lee Earl Bielefeld; and

Whereas Local Union No. 369 has lost a loyal and true member; therefore be it

Resolved, That the members of Local No. 369, of Louisville, stand in reverent silence for one minute in memory of our late departed Brother; and be it further

Resolved, That the members of Local No. 369, I. B. E. W., tender their sincere sympathy to the family of our Brother in this time of their great sorrow; and be it further

Resolved, That a copy of these resolutions be sent to the family of Brother Bielefeld, a copy be spread in full upon the minutes of this meeting and a copy be sent to our official Journal for publication.

L. C. KAELIN,
E. A. KLEIDERER,
GEORGE F. BECKER,
C. E. SEWELL,
Committee.

C. J. McGlogan, L. U. No. 858

Initiated November 16, 1918, in L. U. No. 23
Whereas it has pleased Almighty God, in His infinite wisdom, to call from our midst Brother C. J. McGlogan, international vice president for railroads, and we have lost a friend whose life had been one of service to better the happiness of thousands of workers, not only in our craft but others as well, through his untiring efforts in the labor movement, his standards of efficiency, and of his sympathetic understanding of our problems; therefore be it

Resolved, That our sincere condolence be extended to his bereaved family in the time of their loss, and that a copy of this resolution be spread upon the minutes of System Council No. 6 convention for permanent record and a copy be sent to the Electrical Workers Journal for publication.

LEON SCHLAGER,
C. L. GASSAWAY,
L. A. MOORE,

Committee.

William M. McOsler, L. U. No. 26

Initiated March 8, 1928

It is with the deepest sorrow that we, the members of Local Union No. 26, government branch, International Brotherhood of Electrical Workers, pay our last respect to the memory of our late Brother, W. M. McOsler, whom God, in His infinite wisdom, saw fit to call from our midst; and

Whereas Brother McOsler was one of our charter members and served in various official capacities of our union; therefore be it

Resolved, That we, as a body, in meeting assembled, stand in silence for one minute as a tribute to his memory; and be it further

Resolved, That in this hour of sorrow we extend to his family our sincere sympathy; and be it further

Resolved, That our charter be draped for a period of 30 days, a copy of these resolutions be spread upon the minutes of our meeting, a copy be sent to his bereaved family and a copy be sent to the Journal for publication.

J. F. SULLENDER,
Recording Secretary.

Robert L. Smith, L. U. No. B-39

Initiated August 22, 1918

It is with a deep feeling of sorrow and regret that we, the members of Local Union No. 39, International Brotherhood of Electrical Workers, are called to pay our parting tribute to a worthy member, Robert L. Smith, in his untimely passing from us May 4, 1940; therefore be it

Resolved, That we express to those of his immediate family our heartfelt sympathy; and be it further

Resolved, That our charter be draped for a period of 30 days in respect to his memory and that in lawful assembly we stand for one minute in silence as a further mark of respect to him and that a copy of these resolutions be sent to his family, a copy spread on our minutes and a copy sent to our official Journal for publication.

H. RECTOR,
H. J. SUTHERLAND,
WILLIAM COZBY,

Committee.

A. L. ("Jack") Bean, L. U. No. 682

Initiated January 5, 1939

It is with deepest sorrow that we, the members of L. U. No. 682, record the passing of our true and loyal Brother, A. L. ("Jack") Bean.

Whereas accepting God's wisdom, as a truly great wisdom, we deeply mourn his loss, and will forever be conscious of the absence of this true and loyal member; therefore be it

Resolved, That in this dark hour of trial and sorrow, we extend to his wife and loved ones our deepest and sincerest sympathy; and be it further

Resolved, That the charter of I. B. E. W. L. U. No. 682 be draped for a period of 30 days in respect for the memory of our late Brother; and be it further

Resolved, That these resolutions be spread upon the records of our local union; that a copy be sent to the International Office for official publication, that a copy be sent to his bereaved family, and a copy sent to the St. Petersburg Times for publication on the Labor Page.

G. E. BROWN,
R. R. KYLE,
Press Correspondents.

Floyd Clem, L. U. No. B-305

Initiated September 1, 1933

Whereas it is with great sadness that we, the members of Local Union No. B-305 of the International Brotherhood of Electrical Workers, report the passing of our late Brother, Floyd Clem; and

Whereas it is our desire to express our

grief to the loved ones and friends left behind, and extend to them our sympathy and understanding; therefore be it

Resolved, That a copy of these resolutions be sent to the family of Brother Clem and to the International Office for publication in our official Journal; and be it further

Resolved, That our charter be draped for a period of 30 days.

R. C. AIKEN,
WILBUR MEYERS,
MARTIN BRAUN,

Committee.

James Glenn, L. U. No. 245

Initiated July 15, 1934

Whereas it has pleased our Divine Father to suddenly call away our true and beloved Brother, James Glenn; and

Whereas we are called upon to record the tragic and sudden passing away of a true and loyal Brother; therefore be it

Resolved, That we extend to the bereaved wife and other members of his family our deepest and sincere sympathy at this time, their hour of sorrow; and be it further

Resolved, That a copy of the above resolutions be sent the family, a copy be spread upon our minutes, and a copy be sent the editor of our official Journal for publication.

STEVE HAYES,
LOUIS HESS,
RUBIN PURNEY,

Committee.

Joseph D. Black, L. U. No. 99

Initiated August 24, 1935

It is with sorrow and regret that we, the members of Local Union No. 99 of Providence, R. I., record the loss of our late Brother, Joseph D. Black; and therefore be it

Resolved, That we, the members of Local Union No. 99, I. B. E. W., in a spirit of brotherly love, pay a tribute to his memory by draping our charter for a period of 30 days and by expressing to the loved ones in his family our heartfelt sympathy in this hour of grief and sorrow; and be it further

Resolved, That this local union observe a period of silence for one minute in his memory, and that a copy of these resolutions be sent to his family, a copy spread on the records of this local union, and a copy sent to the Electrical Workers Journal for publication.

VERNON S. STEERE,
FRANK L. McCANN,

Committee.

George Greissinger, L. U. No. 245

Initiated December 18, 1914

Whereas our heavenly Father has seen fit in His almighty wisdom to remove from our midst our esteemed Brother, George Greissinger; and

Whereas in the sudden death of our Brother, Local No. 245 suffers the loss of one who was a true and loyal member; and

Whereas his family is deprived of one who was at all times and in all things true and loyal; therefore be it

Resolved, That our charter be draped for the period of 30 days in mourning in respect to his memory, and that copies of this resolution be sent to the bereaved family, to the international office for publication in our official Journal and a copy be spread upon our minutes.

FRED MADDON,
FRANK WINEBREINER,
EDWARD E. DUKESHIRE,

Committee.

DEATH CLAIMS PAID FROM JUNE 1 TO JUNE 30, 1940

L. U.	Name	Amount
I. O.	William Smith	\$1,000.00
178	R. L. Farrar	300.00
I. O.	T. C. Thompson	1,000.00
3	F. H. Seidler	300.00
1024	George F. Hensel	1,000.00
I. O.	O. P. Barnes	1,000.00
305	Floyd E. Clem	1,000.00
I. O.	J. A. Kierstead	1,000.00
332	D. H. Wolfram	475.00
688	P. Smith	650.00
953	Harold K. Berseth	300.00
494	S. M. Witte	650.00
245	James G. Glenn	1,000.00
164	Fred Kaiser	1,000.00
I. O.	D. L. Barlow	1,000.00
I. O.	C. A. Peter	1,000.00
83	E. B. Penney	475.00
134	C. L. Hampton	1,000.00
3	Paul May	1,000.00
654	Herbert Borer	1,000.00
134	Charles C. Cox	1,000.00

L. U.	Name	Amount
813	L. B. Gilmer	1,000.00
398	Granville All	300.00
I. O.	James George	1,000.00
333	H. J. Provost	1,000.00
488	W. J. Goodwin	1,000.00
3	Charles Wold	1,000.00
3	G. W. Whitford	1,000.00
134	F. O'Brien	1,000.00
465	A. L. Saunders	650.00
589	William Betts	1,000.00
9	George Barker	500.00
5	M. P. Gordan	1,000.00
610	Edward R. Sutton	300.00
I. O.	James A. Smith	1,000.00
1154	A. V. Huntington	1,000.00
76	E. H. Hansen	1,000.00
682	A. L. Bean	300.00
134	Jacob Schmitz	1,000.00
I. O.	Charles J. Cooper	1,000.00
438	George E. Earley	1,000.00
I. O.	Thomas W. Loaring	1,000.00
134	A. G. Bourne	1,000.00
9	E. C. Bartaway	300.00
I. O.	John Kinney	1,000.00
I. O.	Harry Stanley	1,000.00
175	B. T. Strawn	475.00
46	F. T. Cummings	475.00
3	D. L. Dodge	1,000.00
521	Leo P. Zavalydriga	650.00
81	H. M. Evans	1,000.00
I. O.	Robert White	1,000.00
I. O.	G. Ganzer	1,000.00
466	J. R. Myers	50.00
329	W. A. Elkins	300.00
9	M. H. Hubbard	1,000.00
94	E. C. Rapier	1,000.00
134	William Martin	1,000.00
95	J. A. Chester	300.00
28	C. C. Curry	150.00
348	Charles Plain	1,000.00
77	Fred Furse	150.00
713	Rudolph Weber	150.00
353	P. H. Morin	1,000.00

Total \$50,200.00

GOAL OF GARMENT WORKERS

(Continued from page 350)

Union Health Center is run on a cooperative basis, its services being supplied to members at minimum charges. Through its Life Extension Service, it offers periodic, thorough-going physical examinations to members.

In addition to direct medical and dental aid, the I. L. G. W. engages in a health education program, by furnishing literature, illustrated lectures and qualified speakers to union groups.

Tucked away in a mountain wonderland in Forest Park, Pa., not far from the beauty-famed Delaware Water Gap, is Unity House, the I. L. G. W.'s recreational and vacation spot.

A wooded estate of 750 acres at the side of a lake, the Unity village has a comfortable, rambling lodge and cottages capable of providing both hotel and camping conveniences to 700 guests. Competently supervised swimming, boating, bowling, tennis and hiking are daily events. A club house down by the edge of the lake houses a large library, dancing and recreational facilities.

In a natural open-air theater the workers stage their own theatrical productions, under the helpful guidance of trained dramatic directors. Here, too, through the arrangements of the educational department, addresses and discussions on topics of timely interest are held.

Unity House is known throughout the entire labor world as a gathering place for organizations and friends of labor. Conventions, institutes and assemblies keep the place humming with activity the year around. Managed on a non-profit basis, it provides a service to the entire labor movement, promoting a spirit of friendliness and good fellowship.

Co-operating Manufacturers

Gratifying response to idea of unity and cooperation in the electrical industry is revealed. New manufacturers are being added to the list.

The following are new:

GOTHAM LIGHTING CORPORATION, 28 East 13th St., New York City. ENDER MFG. CORP., 260 West St., New York City.
LOUMAC MFG. CO., 105 Wooster St., New York City. GENERAL CABLE CORPORATION, Perth Amboy, N. J. MILLION RADIO AND TELEVISION LABORATORIES, 685 West Ohio St., Chicago, Ill.

THE COMPLETE LIST IS AS FOLLOWS:

Complete List

CONDUIT AND FITTINGS

ARROW CONDUIT & FITTINGS CORP., 419 Lafayette St., New York City. STEEL CITY ELECTRIC CO., Pittsburgh, Pa.
TAPLET MFG. CO., Philadelphia, Pa. STEELDUCT CO., Youngstown, Ohio.
ENAMELED METALS CO., Etna, Pa. BRIDGEPORT SWITCH CO., Bridgeport, Conn.
NATIONAL ENAMELING & MFG. CO., Etna, Pa. NATIONAL ELECTRIC PRODUCTS CORP., Ambridge, Pa.
SIMPLET ELECTRIC CO., 123 N. Sangamon St., Chicago, Ill. THOMAS & BETTS CO., 36 Butler St., Elizabeth, N. J.
WIESMANN FITTING CO., Ambridge, Pa.
GARLAND MFG. CO., 3003 Grant Bldg., Pittsburgh, Pa.
HOPE ELECTRICAL PRODUCTS CO., 353 Boyden Ave., Maplewood, N. J.
WIREMOLD COMPANY, Hartford, Conn.
CONDUIT FITTINGS CORP., 6400 W. 66th St., Chicago, Ill.

SWITCHBOARDS, PANEL BOARDS AND ENCLOSED SWITCHES

AUTOMATIC SWITCH CO., 154 Grand St., New York City. PENN ELECTRICAL COMPANY, Irwin, Pa.
COLE ELECTRIC PRODUCTS CO., 4300 Crescent St., Long Island City, N. Y. SWITCHBOARD APP. CO., 2305 W. Erie St., Chicago, Ill.
EMPIRE SWITCHBOARD CO., 810 4th Ave., Brooklyn, N. Y. BRENK ELECTRIC CO., 549 Fulton St., Chicago, Ill.
I. T. FRIEDMAN CO., 53 Mercer St., New York City. CHICAGO SWITCHBOARD MFG. CO., 426 S. Clinton St., Chicago, Ill.
FEDERAL ELECTRIC PRODUCTS CO., 50 Paris St., Newark, N. J. PEERLESS ELECTRIC MFG. CO., INC., Philadelphia, Pa.
LEXINGTON ELECTRIC PRODUCTS CO., 17 E. 40th St., New York City. KOLTON ELECTRIC MANUFACTURING CO., Newark, N. J.
METROPOLITAN ELECTRIC MFG. CO., 22-48 Steinway St., Astoria, L. I., N. Y. CREGIER ELECTRIC MFG. CO., 609 W. Lake St., Chicago, Ill.
ROYAL SWITCHBOARD CO., 460 Driggs Ave., Brooklyn, N. Y. ELECTRIC STEEL BOX & MFG. CO., 500 S. Throop St., Chicago, Ill.
WILLIAM WURDACK ELECTRIC MFG. Co., St. Louis, Mo. REUBEN A. ERICKSON, 3645 Elston Ave., Chicago, Ill.
J. P. MANYPENNY, Philadelphia, Pa. HUB ELECTRIC CORP., 2219-29 West Grand Ave., Chicago, Ill.
STANDARD SWITCHBOARD CO., 134 Noll St., Brooklyn, N. Y. MAJOR EQUIPMENT CO., 4603 Fullerton Ave., Chicago, Ill.
COMMERCIAL CONTROL & DEVICE CORP., 45 Roebling St., Brooklyn, N. Y. GUS BERTHOLD ELECTRIC CO., 17 N. Des Plaines St., Chicago, Ill.
WADSWORTH ELECTRIC MFG. CO., INC., Covington, Ky. MARQUETTE ELECTRIC CO., 311 N. Des Plaines St., Chicago, Ill.
C. J. PETERSON & CO., 725 W. Fulton St., Chicago, Ill.
FRANK ADAM ELECTRIC CO., St. Louis, Mo.
THE PRINGLE ELECTRICAL MFG. CO., 1906-12 N. 6th St., Philadelphia, Pa.
BULLDOG ELECTRIC PRODUCTS CO., 7610 Joseph Campau Ave., Detroit, Mich.
CLEVELAND SWITCHBOARD COMPANY, Cleveland, Ohio.
LEONARD ELECTRIC COMPANY, Cleveland, Ohio.
POWERLITE COMPANY, 4145-51 East 79th St., Cleveland, Ohio.
LAGANKE ELECTRIC COMPANY, Cleveland, Ohio.
AMERICAN ELECTRIC SWITCH CORP., Minerva, Ohio.
PENN PANEL AND BOX CO., Philadelphia, Pa.
GILLESPIE EQUIPMENT CORP., 27-01 Bridge Plaza North, Long Island City, N. Y.
PENN ELECTRIC SWITCH CO., Goshen, Ind.

ELECTRIC SIGNAL APPARATUS, TELEPHONES AND TELEPHONE SUPPLIES

AUTH ELECTRICAL SPECIALTY CO., INC., 422 East 53rd St., New York City. L. J. LOEFFLER INC., 351-3 West 41st St., New York City.
ACME FIRE ALARM CO., 36 West 15th St., New York City. AUTOMATIC ELECTRIC CO., 1001 W. Van Buren St., Chicago, Ill.
STANLEY & PATTERSON, INC., 150 Varick St., New York City.
MILLION RADIO AND TELEVISION LABORATORIES, 685 West Ohio St., Chicago, Ill.

OUTLET BOXES

KNIGHT ELECTRICAL PRODUCTS CO., 1357-61 Atlantic Ave., Brooklyn, N. Y. JEFFERSON ELECTRIC CO., Bellwood, Ill.
TAPLET MFG. CO., Philadelphia, Pa. ARROW CONDUIT & FITTINGS CORP., 419 Lafayette St., New York City.
NATIONAL ELECTRIC PRODUCTS CORP., Ambridge, Pa. STANDARD ELECTRIC SUPPLY CO., 223 N. 13th St., Philadelphia, Pa.
ELECTRICAL REQUIREMENTS CO., 2210 N. 28th St., Philadelphia, Pa. STEEL CITY ELECTRIC CO., Pittsburgh, Pa.
UNION INSULATING CO., Parkersburg, W. Va.
HOPE ELECTRICAL PRODUCTS CO., 353 Boyden Ave., Maplewood, N. J.
BELMONT METAL PRODUCTS CO., Philadelphia, Pa.
PENN PANEL AND BOX CO., Philadelphia, Pa.

CIRCLE WIRE & CABLE CORP., 5500 Maspeth Ave., Maspeth, L. I., N. Y.
 CRESCENT INSULATED WIRE & CABLE CO., Trenton, N. J.
 COLUMBIA CABLE & ELECTRIC COMPANY, 45-45 30th Place, Long Island City, N. Y.
 BISHOP WIRE AND CABLE CORPORATION, 420 East 25th St., New York City.
 WALKER BROTHERS, Conshohocken, Pa.
 ANACONDA WIRE & CABLE CO., Pawtucket, R. I.
 ANACONDA WIRE & CABLE CO., Hastings-on-the-Hudson, N. Y.
 EASTERN TUBE & TOOL COMPANY, INC., 594 Johnson Ave., Brooklyn, N. Y.

WIRE, CABLE AND CONDUIT

TRIANGLE CONDUIT & CABLE CO., Wheeling, W. Va.
 ACORN INSULATED WIRE CO., 225 King St., Brooklyn, N. Y.
 PROVIDENCE INSULATED WIRE CO., INC., 58 Waldo St., Providence, R. I.
 AMERICAN METAL MOULDING CO., 146 Coit St., Irvington, N. J.
 HABIRSHAW CABLE & WIRE CO., Yonkers, N. Y.
 COLLYER INSULATED WIRE CO., Pawtucket and Central Falls, R. I.
 GENERAL CABLE CORP., Pawtucket, R. I.
 GENERAL CABLE CORPORATION, Perth Amboy, N. J.
 GENERAL CABLE CORPORATION, Bayonne, N. J.

EASTERN INSULATED WIRE & CABLE CO., Conshohocken, Pa.
 MISSOURI ART METAL COMPANY, 1408 N. Broadway, St. Louis, Mo.
 TRIANGLE CONDUIT & CABLE CO., INC., 9227 Horace Harding Blvd., Flushing, L. I., N. Y.
 NATIONAL ELECTRIC PRODUCTS CORP., Ambridge, Pa.
 PARANITE WIRE & CABLE CORPORATION, Jonesboro, Ind.
 ANACONDA WIRE & CABLE CO., Marion, Ind.
 HAZARD INSULATED WIRE WORKS DIVISION of the OKONITE COMPANY, Wilkes-Barre, Pa.

ARMATURE AND MOTOR WINDING, AND CONTROLLER DEVICES

WILLIAM KRUG ELECTRIC ENGINEERING CO., 55 Vandam St., New York City.
 NAUMER ELECTRIC CO., 60 Cliff St., New York City.

PREMIER ELECTRICAL ENGINEERING CO., 386 Broadway, New York City.

ELECTRIC ENTERPRISE CO., 88 White St., New York City.
 HERMANSEN ELECTRICAL ENGINEERING CO., 653 11th Ave., New York City.

LIGHTING FIXTURES AND LIGHTING EQUIPMENT

KLEMM REFLECTOR CO., 132 N. 5th St., Philadelphia, Pa.
 VOIGHT COMPANY, Philadelphia, Pa.
 ALLIED CRAFTS CO., Philadelphia, Pa.
 MURLIN MFG. CO., INC., 54th St. and Paschall Ave., Philadelphia, Pa.
 ARTCRAFT MFG. CO., INC., Philadelphia, Pa.
 STEINMETZ MFG. CO., Philadelphia, Pa.
 CHAS. W. FLOOD, JR., CO., Philadelphia, Pa.
 GROSS CHANDELIER CO., 2036 Delmar St., St. Louis, Mo.
 LOUIS BALDINGER & SONS, INC., 59 Harrison Ave., Brooklyn, N. Y.
 HUB ELECTRIC CORP., 2219-29 West Grand Ave., Chicago, Ill.
 RADIANT LAMP CORP., 260-78 Sherman Ave., Newark, N. J.
 BAYLEY & SONS, INC., 105 Vandever St., Brooklyn, N. Y.
 EDW. F. CALDWELL & CO., INC., 38 West 15th St., New York City.
 CASSIDY CO., INC., 36th St. and 43rd Ave., Long Island City, N. Y.
 COLUMBIA - LIGHTCRAFT CORP., 102 Wooster St., New York City.
 M. EISENBERG & SON, INC., 224 Centre St., New York City.
 FERRO ART CO., INC., 406 West 31st St., New York City.
 FRINK-STERLING BRONZE CORP., 23-10 Bridge Plaza S., Long Island City, N. Y.
 A. WARD HENDRICKSON & CO., INC., 337 Adams St., Brooklyn, N. Y.
 MOE BROTHERS MFG. CO., Fort Atkinson, Wis.
 GEZELSCHAP & SONS, Milwaukee, Wis.
 RAMBUSCH DEC. CO., 332 East 48th St., New York City.
 FERD RATH, INC., 335 East 46th St., New York City.
 SHAPIRO & ARONSON, INC., 20 Warren St., New York City.
 MITCHELL-VANCE CO., 20 Warren St., New York City.
 THE SIMES CO., INC., 22 West 15th St., New York City.
 G. E. WALTER & SONS, 511 East 72nd St., New York City.
 WARMAN & COOK, INC., 205 East 12th St., New York City.
 CHAS. J. WEINSTEIN & CO., INC., 2 West 47th St., New York City.
 LINCOLN MANUFACTURING COMPANY, 2630 Erskine St., Detroit, Mich.
 MOE-BRIDGES CORP., and the ELECTRIC SPRAYIT CO., 1415 Illinois Ave., Sheboygan, Wis.
 BUTLER-KOHAUS, INC., 2328 Olive St., St. Louis, Mo.
 METAL CRAFT STUDIO, 623 Bloomfield Ave., Bloomfield, N. J.
 LIGHTING STUDIOS, INC., 6 Atlantic St., Newark, N. J.
 JAEHNIG LIGHTING FIXTURE CO., INC., 221-223 13th Ave., Newark, N. J.
 ORANGE LIGHTING FIXTURE CO., 69 Hoyt St., Newark, N. J.

MISSOURI ART METAL COMPANY, 1408 N. Broadway, St. Louis, Mo.
 DAY-BRITE REFLECTOR CO., 5401 Bulwer, St. Louis, Mo.
 BEAUX ARTS LIGHTING CO., INC., 107 E. 12th St., New York City.
 BIRCHALL BROS. INC., 330 W. 34th St., New York City.
 BLACK & BOYD MFG. CO., INC., 430 E. 53rd St., New York City.
 CENTURY LIGHTING INC., 419 W. 55th St., New York City.
 FULL-O-LITE CO., INC., 95 Madison Ave., New York City.
 KLIEGL BROTHERS, INC., 321 W. 50th St., New York City.
 KUPFERBERG LIGHTING FIXTURE CO., INC., 131 Bowery, New York City.
 THE MANLEY CO., 60 W. 15th St., New York City.
 NELSON TOMBACHER CO., INC., 224 Centre St., New York City.
 R. & P. MFG. CO., INC., 204 W. Houston St., New York City.
 SUNLIGHT REFLECTOR CO., INC., 226 Pacific St., Brooklyn, N. Y.
 VIKING LIGHTS, INC., 632 W. 51st St., New York City.
 TRIANGLE LIGHTING CO., 248 Chancellor Ave., Newark, N. J.
 EFCOLITE CORP., 27 Breunig Ave., Trenton, N. J.
 MARLAN ELECTRO PRODUCTS CO., 768 Ceres St., Los Angeles, Calif.
 F. W. WAKEFIELD BRASS CO., Vermilion, Ohio.
 BELSON MFG. CO., 800 South Ada St., Chicago, Ill.
 B. B. BELL, 2307 W. 7th St., Los Angeles, Calif.
 BERANEK-ERWIN CO., 2705 W. Pico, Los Angeles, Calif.
 ELLIOTT FIXTURE CO., 6729 Santa Monica Blvd., Los Angeles, Calif.
 ARTHUR CLOUGH CO., 509 N. Robertson Blvd., Los Angeles, Calif.
 THE LUMINAIRE CO., 2206 W. 7th St., Los Angeles, Calif.
 SCHWEITZER BROTHERS, INC., 2837 W. Pico, Los Angeles, Calif.
 SOLAR LIGHTING FIXTURE CO., 444 N. Western Ave., Los Angeles, Calif.
 STRICKLEY-STEIN-GERARD, 2404 W. 7th St., Los Angeles, Calif.
 HOLLYWOOD FIXTURE CO., 622 N. Western Ave., Los Angeles, Calif.
 WAGNER-WOODRUFF CO., 830 S. Olive St., Los Angeles, Calif.
 MARINE METAL SPINNING CO., 1950 W. Adams Blvd., Los Angeles, Calif.
 CARR LIGHTING FIXTURE CO., 132 Schieffelin St., Los Angeles, Calif.
 STEPHEN BOWERS METAL SPINNING, 814 W. 11th St., Los Angeles, Calif.
 COKER SCORE CAST, 3872 S. Western Ave., Los Angeles, Calif.

COMMERCIAL REFLECTOR COMPANY, 3109 Maple Ave., Los Angeles, Calif.
 C. W. COLE CO., INC., 320 E. 12th St., Los Angeles, Calif.
 LIGHT CONTROL COMPANY, 1099 W. 35th St., Los Angeles, Calif.
 THE FELDMAN COMPANY, 612 S. Wall St., Los Angeles, Calif.
 FORD HARVEY MANUFACTURING COMPANY, 1206 Long Beach Blvd., Los Angeles, Calif.
 CHAPPEL MANUFACTURING COMPANY, 123 W. 18th St., Los Angeles, Calif.
 GRAND RAPIDS STORE EQUIPMENT CO., 1340 Monroe Ave. N. W., Grand Rapids, Mich.
 SMOOT-HOLMAN CO., 320 N. Inglewood Ave., Inglewood, Calif.
 BRIGHT LIGHT REFLECTOR CO., INC., Metropolitan & Morgan Aves., Brooklyn, N. Y.
 FRANKFORD LIGHTING FIXTURE MFRS., Philadelphia, Pa.
 WIREMOLD COMPANY, Hartford, Conn.
 WITTELITE COMPANY, Closter, N. J.
 BUTT SHORE LIGHTING FIXTURE CO., INC., 224 Centre St., New York City.
 CENTRE LIGHTING FIXTURE MANUFACTURING CO., 97 E. Houston St., New York City.
 ELECTRICAL METAL PRODUCTS, INC., 49 Clymer St., Brooklyn, N. Y.
 GLOBE LIGHTING FIXTURE MANUFACTURING CO., 397 7th Ave., Brooklyn, N. Y.
 HALCOLITE COMPANY, INC., 68 34th St., Brooklyn, N. Y.
 HERMAN PERLA, INC., 176 Worth St., New York City.
 LEVOLITE CO., INC., 176 Grand St., New York City.
 MAJESTIC METAL S. & S. CO., INC., 67 Navy St., Brooklyn, N. Y.
 PURITAN LIGHTING FIXTURE CO., 23 Boerum St., Brooklyn, N. Y.
 R & R LIGHTING PRODUCTS, INC., 217 Centre St., New York City.
 MAX SCHAFFER CO., INC., Stagg and Morgan Aves., Brooklyn, N. Y.
 STERLART FIXTURE CO., INC., 476 Broome St., New York City.
 BENSON MANUFACTURING COMPANY, Kansas City, Mo.
 RUBY LAMP MFG. CO., 430 West 14th St., New York City.
 BELLOVIN LAMP WORKS, 413 West Broadway, New York City.
 LOUIS HOROWITZ, 180 Centre St., New York City.
 CITY METAL SPINNING & STAMPING CO., INC., 257-265 West 17th St., New York City.
 HOFFMAN DRYER CO., 214-220 East 34th St., New York City.
 GOTHAM LIGHTING CORPORATION, 28 East 13th St., New York City.
 ENDER MFG. CORP., 260 West St., New York City.
 LOUMAC MFG. CO., 105 Wooster St., New York City.

LUMINOUS TUBE TRANSFORMERS

JEFFERSON ELECTRIC CO., Bellwood, Ill.

RED ARROW ELECTRIC CORPORATION, 100 Coit St., Irvington, N. J.
FRANCE MFG. COMPANY, Cleveland, Ohio.

NATIONAL TRANSFORMER CORP., 224-232 21st Ave., Paterson, N. J.

PORTABLE LAMPS AND LAMP SHADES

ABBEE ORTNER LAMP CO., 30 West 26th St., New York City.

ROBERT ABBEY, INC., 9 West 29th St., New York City.

ABELS-WASSERBERG & CO., INC., 23 East 26th St., New York City.

ACTIVE LAMP MOUNTING CO., INC., 124 West 24th St., New York City.

AETNA LAMP & SHADE CO., INC., 49 East 21st St., New York City.

ARROW LAMP MFG. CO., INC., 24 West 19th St., New York City.

ART METAL GUILD CO., INC., 999 Metropolitan Ave., Brooklyn, N. Y.

ARTISTIC LAMP MFG. CO., INC., 395 4th Ave., New York City.

AUDREY ART SHADE STUDIO, INC., 3 West 19th St., New York City.

FREDERICK BAUMAN, 106 East 19th St., New York City.

BEAUX ART LAMPS & NOVELTY CO., 294 E. 137th St., Bronx, N. Y.

A. BECK, 27 West 24th St., New York City.

J. BENNETT, INC., 360 Furman St., Brooklyn, N. Y.

BILLIG MFG. CO., INC., 135 West 26th St., New York City.

MICHAEL BLUM & CO., 13 West 28th St., New York City.

CARACK CO., INC., 87 35th St., Brooklyn, N. Y.

CHELSEA SILK LAMP SHADE CO., 122 West 26th St., New York City.

CITY LAMP SHADE CO., INC., 136 West 21st St., New York City.

COLONIAL SILK LAMP SHADE CORP., 37 East 21st St., New York City.

DACOR CORP., 40 West 27th St., New York City.

DANART LAMP SHADES, INC., 6 West 18th St., New York City.

DAVART, INC., 16 West 32nd St., New York City.

DELITE MFG. CO., INC., 24 West 25th St., New York City.

DORIS LAMPSHADE, INC., 118 West 22nd St., New York City.

EASTERN ART STUDIOS, 11 West 32nd St., New York City.

ELCO LAMP & SHADE STUDIO, 112 W. 18th St., New York City.

ELITE GLASS CO., 111 W. 22nd St., New York City.

EXCELSIOR ART STUDIO, 540 W. 29th St., New York City.

FRANKART, INC., 200 Lincoln Ave., Bronx, N. Y.

H. GOLDBERG, INC., 23 East 26th St., New York City.

GOODLITE CO., 36 Greene St., New York City.

GRAHAM SHADES, INC., 36 W. 20th St., New York City.

GREENLY LAMP & SHADE CO., 12 West 27th St., New York City.

GOODY LAMP CO., 40 West 27th St., New York City.

PAUL HANSON CO., INC., 15 East 25th St., New York City.

J. B. HIRSH CO., INC., 18 West 20th St., New York City.

MAX HORN & BROS., INC., 236 5th Ave., New York City.

HY-ART LAMP & SHADE MFG. CO., 16 W. 19th St., New York City.

INDULITE, INC., 67 35th St., Brooklyn, N. Y.

INDUSTRIAL STUDIOS, INC., 67 35th St., Brooklyn, N. Y.

INTERNATIONAL APPLIANCE CORP., Metropolitan & Morgan Aves., Brooklyn, N. Y.

JOHN IRWIN, 632 Broadway, New York City.

IVON BEAR CO., 30 West 24th St., New York City.

KEG O PRODUCTS CORP., 111 West 19th St., New York City.

WARREN L. KESSLER, 119 West 24th St., New York City.

KWONG YUEN CO., 253 5th Ave., New York City.

NATHAN LAGIN CO., 49 West 24th St., New York City.

LeBARON LAMP SHADE MFG. CO., 14 West 18th St., New York City.

LEONARDO LAMP MFG. CO., INC., 591 Broadway, New York City.

LULIS CORPORATION, 29 East 22nd St., New York City.

LUMINART LAMP SHADE PROD., INC., 146 West 25th St., New York City.

METROPOLITAN ONYX & MARBLE CO., 449 West 54th St., New York City.

MILLER LAMP SHADE CO., 56 West 24th St., New York City.

MODERN ONYX MFG. CO., INC., 262 Rockaway Ave., Brooklyn, N. Y.

NEW DEAL LAMP MOUNTING CO., 28 E. 22nd St., New York City.

NOVA MFG. CO., 89 Bogart St., Brooklyn, N. Y.

NUART METAL CREATIONS, INC., 40 West 25th St., New York City.

S. ORTNER CO., 36 West 24th St., New York City.

ONYX NOVELTY CO., INC., 950 Hart St., Brooklyn, N. Y.

PARAMOUNT SHADE CO., 1141 Broadway, New York City.

PARCHLITE CORP., 87 35th St., Brooklyn, N. Y.

EDWARD P. PAUL & CO., INC., 1133 Broadway, New York City.

PERIOD LAMP SHADE CORP., 36 W. 25th St., New York City.

PHOENIX LAMP & SHADE CO., 876 Broadway, New York City.

PLAZA STUDIOS, INC., 305 East 47th St., New York City.

QUALITY LAMP SHADE CO., 12 East 22nd St., New York City.

QUOIZEL, INC., 15 East 26th St., New York City.

REGAL LAMP SHADE CO., 20 West 22nd St., New York City.

RELIANCE LAMP & SHADE CO., 10 West 23rd St., New York City.

RUBAL LIGHTING NOVELTY CORP., 36 West 20th St., New York City.

L. ROSENFELD & CO., INC., 15 East 26th St., New York City.

L. ROSENFELD & CO., INC., 26 E. 18th St., New York City.

GEORGE ROSS CO., INC., 6 West 18th St., New York City.

SAFRAN & GLUCKSMAN, INC., 8 West 30th St., New York City.

SALEM BROTHERS, 104 E. Elizabeth Ave., Linden, N. J.

FRED E. SCHLANGER, 260 5th Ave., New York City.

L. J. SCHWARTZ CO., INC., 48 East 21st St., New York City.

SHELBURNE ELECTRIC CO., 40 West 27th St., New York City.

SPECIAL NUMBER LAMP & SHADE CO., 7 W. 30th St., New York City.

S. & R. LAMP CORP., 632 Broadway, New York City.

STAHL & CO., JOSEPH, 22 West 38th St., New York City.

STERLING ONYX LAMPS, INC., 19 West 24th St., New York City.

STERN ELEC. NOVELTIES MFG. CO., 22 E. 20th St., New York City.

STUART LAMP MFG. CORP., 109-13 S. 5th St., Brooklyn, N. Y.

SUNBEAM LAMP SHADE CORP., 3 East 28th St., New York City.

TEBOR, INC., 45 West 25th St., New York City.

TROJAN NOVELTY CO., 24 West 25th St., New York City.

UNIQUE SILK LAMP SHADE CO., INC., 18 East 18th St., New York City.

VICTOR MFG. CO., 621 6th Ave., New York City.

WAVERLY LAMP MFG. CORP., 39 W. 19th St., New York City.

WHITE LAMPS, INC., 43 West 24th St., New York City.

WRIGHT ACCESSORIES, INC., 40 West 25th St., New York City.

ELEVATOR CONTROL BOARDS AND CONTROLLING DEVICES

HOFFMAN-SOONS CO., 115-58 174th St., St. Albans, N. Y.

C. J. ANDERSON CO., 212 W. Hubbard St., Chicago, Ill.

HERMANSEN ELECTRICAL ENGINEERING CO., 653 11th Ave., New York City.

ELECTRICAL SPECIALTIES

RUSSELL & STOLL COMPANY, 125 Barclay St., New York City.

O. Z. ELECTRICAL MANUFACTURING CO., INC., 262-6 Bond St., Brooklyn, N. Y.

UNION INSULATING CO., Parkersburg, W. Va.

BULLDOG ELECTRIC PRODUCTS CO., 7610 Joseph Campau Ave., Detroit, Mich.

ELECTRICAL METAL MOLDING AND SURFACE METAL RACEWAY

NATIONAL ELECTRIC PRODUCTS WIREMOLD COMPANY, Hartford, Conn.
CORP., Ambridge, Pa.

RADIO MANUFACTURING

AIR KING PRODUCTS, Hooper St., Brooklyn, N. Y.

ANSLEY RADIO CORP., 4377 Bronx Blvd., Bronx, N. Y.

DAVID BOGEN CO., INC., 633 Broadway, New York City.

DE WALD RADIO CORP., 436-40 Lafayette St., New York City.

UNITED SCIENTIFIC LABORATORIES, 508 6th Ave., New York City.

FADA RADIO AND ELECTRIC, 3020 Thompson Ave., Long Island City, N. Y.

REMLER COMPANY, LTD., San Francisco, Calif.

AUTOMATIC WINDING CO., INC., 900 Passaic Ave., East Newark, N. J.

GAROD RADIO, 115 4th Ave., New York City.

RADIO CONDENSER COMPANY, Camden, N. J.

ESPEY RADIO, 67 Irving Place, New York City.

INSULINE CORP. OF AMERICA, 30-30 Northern Blvd., Long Island City, N. Y.

LUXOR RADIO CORP., 521 W. 23rd St., New York City.

RETEL RADIO, 14 E. 17th St., New York City.

TRANSFORMER CORP. OF AMERICA, 69 Wooster St., New York City.

TODD PRODUCTS CO., 179 Wooster St., New York City.

PILOT RADIO CORP., 37-06 36th St., Long Island City, N. Y.

DETROLA RADIO AND TELEVISION CORPORATION, 1501 Beard St., Detroit, Mich.

CONDENSER CORPORATION OF AMERICA, South Plainfield, N. J.

GENERAL INSTRUMENT CORPORATION, 829 Newark Ave., Elizabeth, N. J.

CROSLEY RADIO CORPORATION, 3401 Colerain Ave., Cincinnati, Ohio.

WELLS-GARDNER & CO., 2701 N. Kildare Ave., Chicago, Ill.

TELERADIO ENGINEERING CORP., 484 Broome St., New York City.

COSMIC RADIO CORP., 699 East 135th St., Bronx, N. Y.

BELMONT RADIO CORPORATION, 1257 Fullerton Ave., Chicago, Ill.

COMMERCIAL RADIO-SOUND CORP., 570 Lexington Ave., New York City.

SONORA RADIO AND TELEVISION CORP., 2626 W. Washington Blvd., Chicago, Ill.

ELECTROMATIC EXPORTS CORP., 30 East 10th St., New York City.

CLOSTER ELECTRIC PRODUCTS CO., Closter, N. J.

BLUDWORTH, INC., 79 Fifth Ave., New York City.

MILLION RADIO AND TELEVISION LABORATORIES, 685 West Ohio St., Chicago, Ill.

WIRING DEVICES

UNITED STATES ELECTRIC MFG. CORP., 220 West 14th St., New York City.

SOCKETS, STREAMERS, SWITCH PLATES

UNION INSULATING CO., Parkersburg, W. Va.

C. D. WOODS ELECTRIC COMPANY, 826 Broadway, New York City.

ELECTRIC BATTERIES

UNIVERSAL BATTERY COMPANY, Chicago, Ill.

FEDERAL STORAGE BATTERY CO., Chicago, Ill.

MONARK BATTERY CO., INC., 4556 West Grand Ave., Chicago, Ill.

FLASHLIGHTS, FLASHLIGHT BATTERIES

UNITED STATES ELECTRIC MFG. CORP., 220 West 14th St., New York City.

DRY CELL BATTERIES AND FUSES

ACME BATTERY, INC., 59 Pearl St., Brooklyn, N. Y.

GELARDIN, INC., 25 Washington St., Brooklyn, N. Y.

UNITED STATES ELECTRIC MFG. CORP., 220 West 14th St., New York City.

METROPOLITAN ELECTRIC MFG. CO., 22-48 Steinway St., Astoria, L. I., N. Y.

MONARCH FUSE CO., INC., Jamestown, N. Y.

ELECTRODE MANUFACTURING

GENERAL SCIENTIFIC CORP., 4829 S. Kedzie Ave., Chicago, Ill.

LUMINOUS TUBE ELECTRODE CO., 1120 N. Ashland Ave., Chicago, Ill.

VOLTARC TUBES, INC., 21 Beach St., Newark, N. J.

ENGINEERING GLASS LABORATORIES, INC., 32 Green St., Newark, N. J.

ELECTRONIC DEVICES, INC., 3314 S. Western Ave., Chicago, Ill.

UNITED NEON SUPPLY CORP., 94 Academy St., Newark, N. J.

CHICAGO ELECTRODE LABORATORIES, 10 State Street, St. Charles, Ill.

FLOOR BOXES

STEEL CITY ELECTRIC COMPANY, Pittsburgh, Pa.

RUSSELL & STOLL COMPANY, 125 Barclay St., New York City.

THOMAS & BETTS CO., 36 Butler St., Elizabeth, N. J.

NATIONAL ELECTRIC PRODUCTS CORP., Ambridge, Pa.

HOUSEHOLD APPLIANCES

VIDRIO PRODUCTS CORP., 3920 Calumet Ave., Chicago, Ill.

MISCELLANEOUS

C. H. LEIBFRIED MFG. CORPORATION, 97 Guernsey St., Brooklyn, N. Y.

PRESTO RECORDING CORP., 242 West 55th St., New York City.

TRANSLITE CO., Jersey City, N. J.

DAY-BRITE REFLECTOR CO., 5401 Bulwer, St. Louis, Mo.

PATTERSON MFG. CO., Dennison, Ohio.

BULLDOG ELECTRIC PRODUCTS CO., 7610 Joseph Campau Ave., Detroit, Mich.

NATIONAL ELECTRIC PRODUCTS CORP., Ambridge, Pa.

HANSON-VAN WINKLE-MUNNING CO., Matawan, N. J.

KOLUX CORPORATION, Kokomo, Ind.

CARL BAJOHRE LIGHTING CONDUCTOR CO., St. Louis, Mo.

MOHAWK ELECTRIC MFG. COMPANY, 60-62 Howard St., Irvington, N. J.

UNION INSULATING CO., Parkersburg, W. Va.

ELECTRIC SPECIALTY CO., Stamford, Conn.

NEON DEVICE LABORATORIES, New York City.

MARLAN ELECTRO PRODUCTS CO., 768 Ceres St., Los Angeles, Calif.

SAMSON UNITED CORP., Rochester, N. Y.

TUBE LIGHT ENGINEERING COMPANY, New York City.

PENN-UNION ELECTRIC CORP., 315 State St., Erie, Pa.

LION MFG. CORP., Chicago, Ill.

SUPERIOR NEON PRODUCTS, INC., 127 W. 17th St., New York City.

WADSWORTH ELECTRIC MFG. CO., INC., Covington, Ky.

BELSON MFG. CO., 800 South Ada St., Chicago, Ill.

STATEMENT OF PRESIDENT TRACY

(Continued from page 349)

humble embarkation on a mission for and in behalf of the protection and preservation of rights accruing not to wage earners alone but to all under the canopy of American democracy.

As a servant of our Brotherhood, I trust and believe the requisites of loyalty to the cause of Labor and devotion to the principles of democracy have been acquired to a degree that will enable me to persevere in the advocacy of Labor's rights and in efforts in behalf of economic justice to all. To this end I shall lend my best endeavors and I shall be ever conscious of and grateful for the inspiration derived from the confidence expressed and the trust reposed in me by the International Brotherhood of Electrical Workers.

My earnest and sincere wish is that the march of progress for the International Brotherhood of Electrical Workers will continue without termination or even interruption. To this end I pledge my every effort not inconsistent with duties and obligations devolving upon a representative of government and not incompatible with a proper perspective of justice for Labor as a whole.

May I thank each and every member of the I. B. E. W. for their loyalty to the cause of our Brotherhood, for their contribution of efforts to its successes as well as for the splendid cooperation given and for the pleasant privilege extended me to serve as International President of our organization. May I also ask that the same essential assistance be accorded my successor.

With every good wish and kindest regards to all, I am very sincerely,

Your humble servant

H. W. Tracy

THE KREMLIN CRAWL

(With apologies to the Lambeth Walk)

By JACK CUTTER

(From "The British Labour Organiser," January, 1940)

If you go down King Street* way
Any evening—any day
You'll find them all
Doing the Kremlin Crawl.
Where they're going, they don't know;
It all depends on Uncle Joe.
That's why they're all
Doing the Kremlin Crawl.
Sometimes they're rather queasy,
Dubious and uneasy,
Waiting for Joe to say where,
"Whoa, there! Stay there."
Here's a line from Molotov:
"Your instructions, with my love,
Let's see you all
Doing the Kremlin Crawl."

The "Daily Worker's" in a maze.
The leader writer sadly says:
"Don't like it at all—
Doing the Kremlin Crawl.
Seems Sir Oswald's now our chum;
Comrade Hitler, too, by gum!
Boost up his Western wall
Doing the Kremlin Crawl.
Shouting a loud 'Eureka!'
Waving a big swastika;
Let's put the hammer and sickle
Safety—in pickle.
Shout Heil Hitler, blast his eyes.
Get set for the next surprise.
It'll find us all
Doing the Kremlin Crawl."

*Communist Party Headquarters in England.

DEFENSE AND JOBLESSNESS

(Continued from page 361)

tional defense makes it evident that the costliness of a program to solve unemployment was but a hollow excuse.

No solution to unemployment can be reached until those who are not the immediate sufferers relate themselves and their attitudes to the victims. An open mind and a sympathetic understanding are essential, but they are not enough. These characteristics must be united with a moral force, an act of will which moves individuals to some sacrifice to attain a desired end.

NATIONAL DEFENSE NO CURE

To consider national defense as a cure to unemployment, in the opinion of all speakers who touched upon the subject, was to pile evil upon evil. Unemployment must eventually be settled upon a peacetime basis, irrespective of the attractions of preparedness economics. While defense activities will stimulate some industries, without expert social control they will injure others. And at best, if war preparations succeed in avoiding war, or even serve as a means for victorious war, with the coming of normal peace conditions, which just men desire, the unemployment problem would confront society with new intensity.

Nor should the factor of unemployment as a cause of war be underestimated. Unemployment was recognized at the conference as a breeding ground for nazism and communism. "There would

have been no nazism," said one representative of business, "if there had been no unemployment in Germany over a period of years." Ed Keating, manager of the great national weekly newspaper LABOR, observed that unemployment was the great "fifth column" in the United States. "Put Americans to work," he said, "and there won't be enough communists to stage a demonstration in Union Square."

The following extract from the report of the findings committee of the conference stresses the relationship of unemployment to domestic security:

"It is imperative," the report states, "that just social relations be attained, because economic desperation will lead well-meaning citizens of all classes into great temptation. . . . People haunted by insecurity are most likely to become the easy prey of ruthless leaders, including would-be dictators who make large promises but take away liberties. In these times of emotional stress it is doubly necessary to emphasize democratic procedures and rights."

Attention was directed to the tendency of Hitlerism to drag nations to its own low level. Offensive labels are inclined to be applied indiscriminately. Oscar Ameringer was quoted to illustrate how in the present confusion "old friends and comrades bloody each other's noses" and invoke emotion-laden appellations to smear the characters of former allies between whom the differences are but minor matters of opinion. Those attending the conference were reminded that there are conservatives who would fight to the last to prevent the rise of fascism and that there are still radicals who would die rather than permit foreign domination of this country.

Cautions were also expressed lest the national defense emergency be unjustly used to oppress or discredit organized labor. Alleged labor shortages have already been dramatized. Mr. Hinrichs of the U. S. Bureau of Labor Statistics pointed out that the acceleration of the defense industries would probably create specific shortages in certain highly skilled crafts. But the existence of these shortages is not attributable to a defect of organized labor. It is the consequence of a new and sudden demand for skills which had long gone unrewarded. Moreover, while the need for such craftsmen might amount to several thousands, the placement of workers in these jobs would be almost negligible in relation to the millions of unemployed who would remain, and even the employment of these highly skilled workers might be of short duration compared to the time necessary to acquire the skill.

Many constructive recommendations were made with the view of ending unemployment. George Meany, secretary-treasurer of the A. F. of L., presented a seven-point program consisting of: increased public works; more low-cost housing; federal lending to stimulate enterprise; maintenance of high wage and hour standards; vocational and apprentice training; expansion of the U. S. Employment Service, and adequate relief to the remaining unemployed.

E. G. Nourse, of the Brookings Institute, optimistically appraised the readiness of business to give additional consideration to the consumers' interest in lower prices, which result from "reasonable" profits.

E. R. Bowen, general secretary of the Cooperative League of the U. S. A., summarizing the unemployment evil as the necessary result of prices being too high and wages being too low, recommended the increase of farmers' and consumers' coop-

eratives, the expansion of labor unions and professional associations and their self-help activities, and a decrease in prices to be achieved by public ownership of utilities and the broadening of cooperative finance by means of such agencies as credit unions.

Father McGowan, of the National Catholic Welfare Conference, appreciative and respectful of the fears with which many regard any extension of government control, nevertheless pointed to what he considers the compelling necessity of some form of national planning. He recommended industry and labor committees meeting with government to protect the public interest, for the formulation of a sound economic program. The gist of the method, he indicated, was in the NRA but the new method must profit by NRA's mistakes.

A query from the floor was directed to George Soule, editor of the New Republic, as to his evaluation of Father McGowan's proposal. In answering that he was in substantial agreement with the recommendation, Mr. Soule pointed to the inconsistency of frowning on national planning in relation to housing and similar matters as impractical, while the same "practical" men consider planning indispensable when in their opinion national interests are at stake as they are in the defense program.

POLICY BEFORE PLANES

(Continued from page 348)

We have torn up grassland and left the earth to blow away. We have shallowed and befouled our creeks, rivers and other living waters. We have built great reservoirs and power plants and let them be crippled with silt and debris, long before they have even been paid for.

"Over a considerable area, in truth, we have permitted our continental water system to become deranged. Entire species of valuable wildlife forms have passed out of existence or have been greatly diminished. We have reduced to a crucial point our oil and mineral reserves.

"And in doing all this we have in our haste made much of our country ugly, and incapable of supporting that measure of individual freedom, and those constantly higher standards of living, which we as Americans have been led to expect.

"It was the lack of a plan, as we settled this continent, that provided the roots of our land problem. Do not think that the swarming farm migrants who today give such concern in California and elsewhere are a new phenomenon in America. Many of the early pioneers were just such seeking migrants, poor, footloose, running out on hard times, hard luck and business oppression, seeking new land, new homes, new chances for themselves and for their children."

It was said in Washington that American public opinion is moving ahead faster than either Congress or the executive branches of the government. However this may be, it appears that Americans are prepared to make the sacrifices necessary to defend the American way of living, but before America can defend its way of living, which is more or less abstract, it must know what sphere of influence, what territory and what policies it is going to defend. This decision must be made rapidly because upon this decision depends the kind of military set-up we make. The point is there is

little time. Speed is the essence. Tomorrow may be too late.

SSB BLASTS SHORTAGE

(Continued from page 358)

jobs which could not be filled locally, but which were filled after a canvass of employment offices in other areas; jobs which remained open for a week or more; and jobs which could not be filled. In addition, as needs develop, regular and special reports will be obtained from the state agencies on the number of available workers in all key occupations, so that information concerning the current demand for workers can be matched directly with information concerning the available labor supply.

Mr. McNutt stated that the extensive network of public employment offices operating throughout the United States makes possible the effective use of the information thus accumulated. There are now approximately 1,500 permanent full-time employment offices and over 3,100 "itinerant" points serving less populated areas on a part-time basis. These offices now provide placement services in every county where need for such services exists.

HOW DISTRIBUTED

Since the activities of these local offices are coordinated through the State Employment Security Agencies on the state level and through the Bureau of Employment Security of the Social Security Board at the federal level, the entire organization is geared to assist in meeting demands for labor as they develop in connection with the industrial expansion required by the defense program. The intimate day-to-day contacts of employment service officials with local requirements, along with the nation-wide statistical information compiled by the board, constitute a source of information on the labor market of a scope never before available in this country.

During 1939, out of a total of three and one-half million placements made by the public employment offices, nearly one-third of a million were in skilled crafts. During the first quarter of 1940, placements in skilled crafts numbered 60,000 out of a total of nearly one million placements. In 1939, approximately 5,000 placements of tool and die makers alone were effected by the public employment offices in 10 leading industrial states, and during the first quarter of 1940, 1,000 such placements were reported.

EMPLOYEES AND MANAGEMENT

(Continued from page 356)

neer. Society too little values the work he does.

The International Brotherhood of Electrical Workers, for example, has scores of these younger men who are capable of meeting with management, understanding management problems and talking management's language. In many instances they are capable of making suggestions to management which will aid in the solution of the problems of production, and collectively the union is

capable of placing a great many suggestions at the disposal of management that will be an aid in forwarding the processes of the industry itself.

Second, the collective capability of the union to really make a positive contribution to management has been somewhat institutionalized and effectively used by the union itself. I refer, of course, to that system that has been originated and greatly advanced by the American Federation of Labor unions known as union cooperative management.

IBEW AGREEMENTS

Union cooperative management originated about 1920 and had successful and enduring establishment on the railroads of Canada and the United States. Here the idea was more formally worked out under the guidance of an engineer, Otto S. Beyer, but it has been utilized less formally in other directions. The International Brotherhood of Electrical Workers cements its relationships with employers with written agreements.

Written agreements enable the promulgation of clear concepts of relationships and enable both the men and the employer to understand their mutual duties, rights and obligations. Many of the agreements of the International Brotherhood of Electrical Workers carry this preamble:

"The vital interests of the public and employer in industry are inseparably bound together. All will benefit by a continuous peaceful operation of the industrial process and the devotion of the means of production to the common good."

The climax of this statesmanlike effort to create machinery through which democracy can function is reached in the setting up of the Council on Industrial Relations for the Electrical Construction Industry. This was established in 1920 and has functioned continuously and is still a going concern. The last meeting of the council was on May 3, 1940. The case was heard on Akron, Ohio.

The council has rendered 44 decisions since 1920, all of which have been scrupulously obeyed by the disputants. As a result of these decisions dealing with separate situations and problems of the industry, the council has tended to build up not only sound procedures and techniques but has created a body of "law" governing the electrical construction industry. The council is composed of an equal number of employer representatives and union representatives. All decisions must be unanimous.

The spirit animating this supreme court of the electrical construction industry is one of impartiality. Council members appear to ask themselves this question: What is the best thing to do for the industry? The council, of course, gives labor an equal right within the industry with the employers. Decisions are made from briefs submitted by the union and by the employer's association. These briefs are factual. They cover in a calm, judicious way every factor bearing upon the given problem. These briefs are studied by council members and then representatives of the disputing parties are invited to a council meeting and are allowed to give verbal testimony and to debate their issue. The final decision is made in executive session.

It is an amazing fact that this council, founded in 1920 in the great open shop era of our history, anticipated much of the legislation that has come in the 1930's.

The council laid down, for instance, this axiom:

"The right of workers to organize is as clearly recognized as that of any other element or part of the community."

A second axiom bears upon this:

"Industrial harmony and prosperity will be most effectually promoted by adequate representation of the parties in interest. Existing forms of representation should be carefully studied and availed of in so far as they may be found to have merit and are adaptable to the peculiar conditions of the electrical industry."

The council has spoken bravely and forcefully on the question of an adequate standard of living for electrical workers:

"Wages should be adjusted with due regard to purchasing power of the wage and to the right of every man to an opportunity to earn a living, and accumulate a competence; to reasonable hours of work and working conditions; to a decent home, and to the enjoyment of proper social conditions, in order to improve the general standard of citizenship."

In the course of one of its decisions the council commented upon the idea of cooperation with insight and emphasis. This might well become a guide to all unionists in every industry:

"Cooperation is an art not to be had merely by wishing for it. It is not a static but a dynamic art and one that demands intelligence, honesty of purpose and just as constant attention as any other department of the activities of both the union and the employers. If the profession of a desire for cooperation made by both the parties to this dispute at the hearing is genuine, then the results will be immediate and surprising. Cooperation on the basis of sympathetic understanding on the part of each, of the problems of the other, will begin to reveal vistas of profitable relationships, hitherto undreamed of. You will discover that most of your real interests are held in common. Common interests demand organization. Organization demands direction. Direction demands conference; and conference demands rational compromise. Compromise demands self-subordination, and self-subordination demands individual courage of the highest order."

Here is an institution within the electrical construction industry that puts this industry in the front rank. Here is an example of statesmanship on the part of the leaders of the International Brotherhood of Electrical Workers that deserves attention everywhere. The council has had a marked effect on the electrical construction industry and it has also had a marked effect on the related branches of the electrical construction industry.

Third, another hopeful sign that labor unions are adjusting themselves to the new day in industry and preparing to make a lasting contribution to management is seen in the establishment of union research departments. Some of the unions which now have research departments as operating agencies of the international offices are Ladies' Garment Workers Union, the International Association of Machinists, the International Brotherhood of Electrical Workers, the Printing Pressmen's Union, the Typographical Union, the Cap and Hatters Union, the American Federation of Labor, and several others. These research departments do not do pure research or specialized studies but they become clearing houses for accurate information bearing on every aspect of labor's problems. They bring trained men into the movement.

Research work of a labor organization is sharply differentiated from pure research in the economic or labor field. The purpose

of union research is to put accurate information in the hands of officials or representatives at the moment they need it. This usually means at some eleventh hour before a wage conference, before a meeting of a legislative committee, or before arbitration proceedings. Because of its purpose and because of its largely emergency character, the research work of a labor organization may be described as research for action.

In the RESEARCH DEPARTMENT of the International Brotherhood of Electrical Workers we have occasionally done some studies which might relate to the statistical methods of more disinterested research groups. We have made studies of hazards in the electrical industry based upon the insurance records of our members. We have studied the financial structure of some of the larger corporations which employ our members. We have quite casually over a period of 10 years sought to throw some light upon the problem of displacement of men by machine power.

In the main, our labors are not original but are related to services of research librarians who assemble and file the work of other research agencies. For the 14 years of the existence of our RESEARCH DEPARTMENT we have kept extensive files on about 200 topics which touch the life of the labor movement in vital directions. This library has become unique, we believe, inasmuch as it represents a continuity of nearly half a generation and covers a great stirring era in American labor's history.

The union, by referendum, wrote into its constitution that local unions were required by law to keep simple data on wages and hours, types of work performed, unemployment and employment. It was not until 1931 that this system of reporting was actually launched.

Such a goal represented a sharp departure from the oral tradition under which most unionists pursued their labors. Usually our officials went ill-prepared into wage negotiations with employers. Invariably they based their contentions upon the shaky reed of living costs and seldom considered other factors in wage making. The setting up of a simple system of reporting by our local unions has thus developed into a venture into adult education. We entered into it with probably more enthusiasm than sense, without realizing that we were asking 100,000 skilled workers to change not only their habits of organization but their habits of thought.

Here then are the makings of a real future and sound labor relations with management. If we had the time, I could enumerate some of the fruits of these arrangements but I have contented myself in describing what is taking place rather than enumerating the practical results.

In closing, may I quote again from Mr. Hedges, our director of research in Washington. In speaking before the Society for the Advancement of Management in New York in February, Mr. Hedges said:

"Time and motion study opens the doors on even larger issues than those I have outlined. It involves certainly the question of industrial citizenship. Surely no one will contend in this day of social feeling that the end product of industry is merely profit and goods. Surely we can contend that industry has a responsibility in producing not man power in the abstract but men in the concrete. Unless we take this position we are exactly in the same position, on the industrial field, that the totalitarian states are on the political field, namely, that men exist for industry as men exist for the state in the fascist countries."

BOSS OF RIVER FELLED

(Continued from page 363)

As the crowd surged back Frenchie made a rush an' tried to get me wid the French lash, which, if he had got it in wid his heavy corked boot, wud have ended the battle. I side-stepped an' ducked a wild swing. He wheeled like a flash an' in a minit the air was full av fists an' feet. I did some fast foot work to kape clear av thim corked boots,—blocked his wild swings until I got a chance to drive in a stiff right jus' above his belt that slowed up his rush. He staged anither rush an' widout room fer me to get back he managed to clinch. He had the strength av a wild bull an' got a grip on me throat wid his right hand. I smashed a right uppercut to his chin that shook him clear to his toes an' managed to break clear.

"Give us more room," I shouted, an' Frank used his weight to give me the clearance I needed. Frenchie managed to clinch agin but I slipped a left underhilt around him,—tuck a cross hiplock an' wid the leverage I got wid that I threw him in the air, clane over me shoulder, to land on his back on the floor wid a solid thump, but he was back on his feet in a second. I caught him a stiff right on the jaw that sent him down.

"Put the corks in his face," some wan yelled.

"What, wid rubbers?" says I.

Frenchie jumped to his feet an' rushed in agin, but now I had room to kape clear av clinches and I played fer his wind. I caught him wid a left hook to the jaw an' he wint down agin. I let him get to his feet aich time, though that evidently wasn't the logger's style av fightin', be what they said. He kept comin' in wid wild swings that was aisy to block er duck, an' ivery wance in a while, I wud land wan on his jaw er stomach that wud send him down, but man! he was tough. He kept comin' in though his eyes was near closed an' his face all blood.

I caught him a stiff wallop in the stomach that doubled him up wid pain, an' thin, to end it, I worked Dannie's ould stunt,—a smashin' uppercut wid me left that straightened him up, an' thin, pivotin' on me left foot I put me whole weight into a right cross to his jaw, that fairly lifted him off av his feet, to go down, an' this time he stayed down.

I was mad to think of the scheme Dodds an' Roden had worked to get me beat up. Dodds an' Roden was in the back av the crowd. I shouted to thim,

"Come on an' get some av the medicine yer big bully friend got!" But they had no comeback. Some wan dragged Frenchie, still out, into a side room as the crowd milled aroun' me an' Frank. A tall well-dressed man stepped out av the crowd an' shook hands wid me.

"My name is Pat Clancy. Ye done a good job. Leclair has had this comin' to him fer a long time. There's good men walkin' aroun' today, disfiggered fer life be the marks av Leclair's corks on their faces. Well, it took a son av Erin to do the job!" Frank an' me was anxious to get away but our new friend made us, an' the whole crowd, except the Dodds bunch, they had beat it, have a drink wid him. As we was lavin', he said,

"I'll be lookin' for ye when the drives comes down in the spring."

We hunted up our teamster an' got started back to camp. On the way in, Frank says,

"I thought yuh could hold yer own with Leclair but I didn't think yuh could put it over him the way yuh did. Now we see where our friends, Dodds, Roden & Co. come in. Joe Leclair has the reputation of bein' one of the toughest bullies in the logging camps an' Dodds puts him up to pick a fight with you. I guess that'll hold Messrs. Dodds an' Roden fer awhile." But little did Frank er I dream of Dodds' fiendish plot that, later on, was to come widin an ace av bringin' over-whelmin' disaster down on Frank.

THE LUMBER JACKS

The music of our burnished axe shall make the woods resound

And many a lofty ancient pine will tumble to the ground,

All night around our shanty fires we'll sing while rude winds blow,

Oh! We'll range the wilds o'er while a lumbering we go!

As the winter wore on I sensed how Big Mike won his reputation as bein' the best foreman on the river. His hull body was a bunch av nerves, demandin' action. No obstacles cud stop him. Come heavy snows, that blocked the main roads, an' he wud start night crews wid snow plows, an' in that bitter cold, the water from the sprinklin' tanks that follered, froze the surface av the roads into a glare av ice that wud carry anny load. An' here's another scheme that Big Mike had av speedin' up the output. He divided the camp into four gangs an' ivery night the log scalers posted up aich gang's output, an' the gang that topped the list naturally tuck it upon thimsilves to do a little swaggerin', an' that spurred the ithers on.

So no wonder the air was vibrant wid the ringin' cry av "Timber-rrr!" an' the forest giants crashin' down on all sides wid deafenin' roar, sheared from their stumps be the keen-edged axes an' razor-toothed fallin' saws; hardly had a tree stopped quiverin' afore the axe men swarmed all over it, loppin off the limbs, an' the crosscut saws began their high-pitched musical twang, as the trunk was cut into log-lengths. These in turn were travoyed be a single horse wid wud sled, down the windin' trails to the loadin' skids; after that, it was up to the loadin' foreman to see that aich teamster got away wid his load wid the least delay possible.

THE DEVIL OF THE HEMPEN STRANDS

When the snub-line parts and the great load starts

There's nothing that men may do,

Except to cover with quivering hearts

While the wreck goes thundering through!

—The Ballad of Tumbeldick.

The last quarter av a mile av the main haulin' road down to the river was a steep grade wid several benches in it about 12 er 15 feet long. At the top av the hill was a big stump used as a snubbin' post. The snub-line was a three-inch rope, wid three er four turns aroun' the stump. As aich load av logs come up to the post the teamster wud stop an' take another cinch on his boom pole, to tighten the boom chains around the load so as to take up the slack av the logs settlin' down. Thin the snub-line was fastened to the back av the load, an' wid three huskies to pay off the coils aroun' the stump as the strain av the load goin' down the steep grade come on it, a teamster was

pretty well guarded against anny accidents. But sometimes, whin an extra heavy load wud threaten to jerk the snub-line out av control, thin wan man wud drive the steel point av his peavie into a root av the stump, an', wid all av his weight agin the long handle, choke the coils agin the stump an' slow thim down. But he sure had to be quick about it; so ye see, Slim, what might happen if annythin' wint wrong wid the snubbin'.

I sure do, Terry, an', if I'm not mistaken, this is where that arch traitor, Mr. Dodds, comes into the picture, eh, what? Right, ye are, Sherlock, in yer forecast! Big Mike was seein' that the teamsters loaded up to the limit, an' he put another husky on the snub-line, fer safety, an' it wud zoom-zoom, an' squealed like a stuck pig as the coils tuck up the strain aroun' the stump an' sometimes the extra man wud have to make a lightnin' move to choke her down.

Frank Slade was the best teamster an' usually managed to take bigger loads than anny av the ithers. Wan night he stopped at the camp wid the biggest load yet. It was too late to go anny further so he unhooked his team an' stabled thim an' wud be the first load to go through in the mornin'. At the bottom av the hill below the snub post the road took a sharp left turn which the teamsters had a hard time gettin' by. The constant slewin' av the loads to the right had made this place dangerous an' Jules an' me had been busy bankin' it up.

We started out airly in the mornin' to put a few finishin' touches on it afore Frank's load come down. Jules stopped part way down the hill while I wint to the bottom. As I got there I noticed Frank drive up to the snubbin' post, thin I wint on wid me work.

SWIFT PLUNGING STEEDS

Suddenly I heard a loud shoutin' up the hill, an' lookin' up I seen Frank an' his load hit wan av the benches wid a crash.

"My G—d!" says I to meself. "What's happened to the snub-line?" Over the end av the bench the horses seemed to leap straight out into the air, but Frank, wid the corks av his loggin' boots sunk firm in the top logs av the load, braced himself, an' be usin' all his great strength an' weight on the lines, in a masterly effort, brought thim down on their feet, to race madly down the hill wid loose jinglin' traces, wid but a few inches between their flyin' heels an' that onrushin', terrifyin' avalanche av death behin' thim. Voices shouted along the line, "Jump, Slade, jump!"

Again, jus' as the load seemed about to crush thim down, they struck another bench, an' again, the slight slackenin' av the speed allowed thim to gain the few inches av respite atween thim an' red ruin. On again they swept, an' Slim, to me dyin' day, I'll niver forget the awful sight av thim horses as, wid a shrill neigh av crazed fear, an' white wid lather, they hit the last bench, jus' above me, dropped down it, an' thin, up—Up—UP the steep bank we had built until it seemed as if horses, load an' all must surely topple down to the road below, but Frank brought thim anglin' safely down wid the speed checked some.

But whin he tried to swing thim on to the long bridge over the deep ravine in front, wid its sharp turn to the right, in spite av all he cud do, Dick crashed into the heavy guard rail on the left—wint through it like paper an' hung over the edge av the bridge, slowly pullin' Dandy wid him. Afore I cud move er spake, Frank had dropped down on the tongue av the sleighs, between the strugglin' horses, slashed Dick's harness wid his sheath knife, an' let him drop straight down out av sight into the ravine below, a secon' later, an'

Dandy, load an' all, wud have wint down on top av him.

"Had to do it, Terry!" he shouted, "to save Dandy! Look after Dandy!"

An', wid wan jump, he was slitherin' through the deep snow on the steep side av the gulch on his way to the bottom. I gentled Dandy, until he quieted down, an' thin unhooked him from the load an' tied him up further on. I noticed about 30 feet av the snub-line still fast to the back av Frank's load an' was goin' to examine the end av it where it broke, but a couple av jacks come puffin' up, so we grabbed the two shovels Jules an' me had ben usin', an' slid down the bank to Frank's assistance.

Like a cat, Dick had landed on his feet in a deep snow bank an' was almost buried out av sight. Frank had already got his head clear an' we soon managed to dig him out. Outside av a few slight scratches, he appeared to be unhurt.

"What let me loose, Terry?"

"Apparently the snub-line broke, Frank."

"Mebbe it did, but it looks to me, Terry, as if there was some dirty work done, an' if there was, an' I find it out, G—d help the man that done it!"

Big Mike's face appeared over the edge av the bridge an' he bellowed down,

"How did ye an' yer horse come out, Slade?"

"All right, Mike! But what happened?"

"Snub-line broke, but belave me, Slade, ye did good work whin ye tuck a hunderd to wan chance an' stayed wid yer team. If ye hadn't cut yer nigh horse clear he wud have dragged yer hull outfit down into wan gran' smash. Get into line as soon as ye can!" An' away he wint!

"Yes!" says I to Frank "Mebbe that snub-line broke av its own accord, an' mebbe it didn't, an' that's jus' what we're goin' to find out. If ye hadn't had the grit av a bull dog an' the strength av an' elephant, thim horses wud have ben a bloody mass av flesh an' blood, right now, but ye stuck wid thim." "But what else cud I have done, Terry," said Frank, wid a s'prised look.

"Well! some fellers wud have jumped."

"What, an' leave their horses? not me."

I left Frank an' the two jacks to get Dick back up on the road while I wint up to see about gettin' the bridge clear. Jules met me at the bridge. I noticed the piece av snub-line was gone off av Frank's load an' I asked Jules what had become av it.

"Mike, he is t'ink mebbe dose snub-line, she is cut part way t'roo. He is tak' it back wit' heem to the snub post." We busied ourselves clearin' the broken railin' from the bridge, cuttin' another wan an' fittin' it in. Jules looked up the road an' piped out.

"De res' of dose snub-line, she mus' be all right fer here comes wan odder load, bah gosh!" Sure, another teamster wid his load was comin' down. He reached the bottom av the grade, stopped, let the snub-line off av his load, drove up to the bridge, an' said,

"Slade had a close call with his team, didn't he? Is his horse hurt?"

"No, but bedads," I says, "he had a close call all right. What happened up there?" Jack Bridge was the teamster's name, a quiet middle-aged feller who niver got excited over annythin'.

"Well," he said. "The snub men say Slade's load had jus' started to hit the down grade, when, SPANG-G-GGG! went the line an' away went Slade an' his load like the mill-tails of h—l. Big Mike an' the snub men uncoiled the line along the road an' went all over it careful, from end to end, an' couldn't find any flaws in it, so they put it back on an' snubbed me down, but I think Big Mike has a s'picion about that break, for he tuck the two ends away with him. I'd hate to be any feller that's done any dirty work in this camp an' gets ketched at it."

Jack left his load stand, hooked on to Frank's load, druv down to the landin' an' dumped it, an' be the time ho got back Frank an' the two jacks had managed to get Dick up on the road. Frank made a shift wid patched up harness, an' druv back to camp fer repairs. I rode wid him an' wint on wid a job av filin' saws.

CHANGES DICTATE RESTRICTIONS

(Continued from page 355)

tion would inevitably lead to the dissolution of the union when its members are no longer needed in the industry. In industries where negotiations for collective agreements are carried on by the national officers of the union, competition created by differences in technology frequently becomes a factor in the making of agreements long before its influence is felt by the local union membership." Adaptability to change, while extending the most possible protection to the membership has necessarily become a part of the technique of the flourishing great unions of today, of which the International Brotherhood of Electrical Workers is a fair example.

LEADERS CRACK DOWN

Sometimes more than a little persuasive power has been necessary to keep local union membership in line. National

leadership might logically conclude that a process that reduced the cost of the product could not be combatted without destroying the union, because of the ease with which employers might train non-union men in the new work. But local union members faced with the loss of their old skill and the necessity for learning a new job, possibly with reduced earnings to start, might be blinded with resentment. Thus while the national leadership of the Typographical Union was early convinced that the hand-set process of printing could not compete in cost with the linotype, and therefore used all possible pressure on the membership to learn to operate the linotype machines, one local union struck against the machines. The international took action which must have aroused a frenzy of protest and discussion. It sent men in to break the strike of its own local—skilled union linotype operators from other cities. The strikers returned to work. The result to the union itself was that it maintained its jurisdiction in the printing industry.

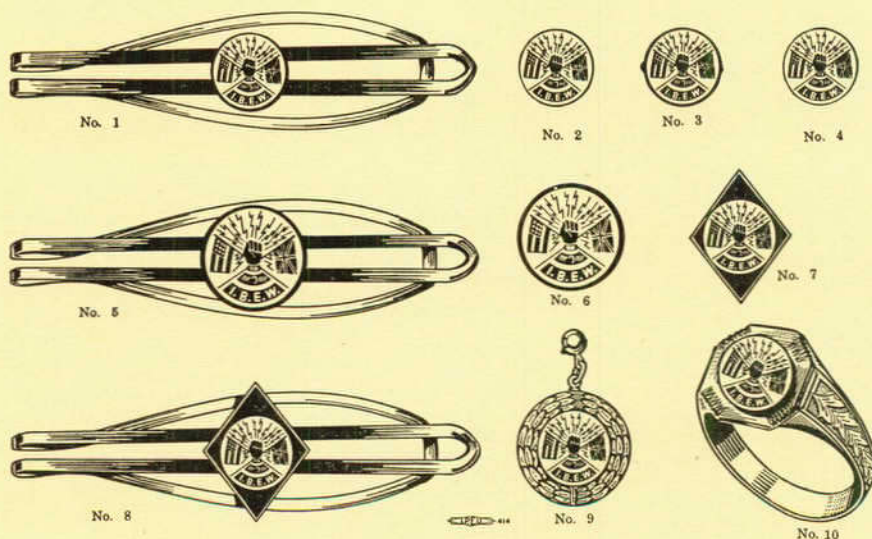
Unions frequently have to take the responsibility for retraining their old members. The Printing Pressmen's union, for example, many years ago established its own school at its Pressmen's Home in Tennessee. Here are the

most up-to-date presses in the country and the union gave notice to the membership that six months before a new patented device was to be put on the market the first sample of the device would be secured by the union in order that union members might be ready to step into the new jobs created.

A great deal of this sort of retraining is conducted by the International Brotherhood of Electrical Workers. While there is no national school there is a widespread use of local technical training classes both for journeymen and apprentices in order that the membership may be kept always abreast of new inventions and processes and always capable of handling any job the industry may offer.

Judging at least by the reflection in its official JOURNAL, this Brotherhood has placed more stress on the acquisition of new skills by its membership than any other American labor organization. Indeed, due to the constant stream of invention and adaptation in the field of electricity, the Brotherhood could keep its position in the industry in no other way. Even the highly skilled journeyman who is steadily employed in the trade is encouraged to attend night classes in order that when innovations appear on the job he is ready for them.

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RECOGNIZED POLICY

In laying the groundwork for charges against building trades unions under the Anti-Trust Act, Thurman Arnold charged them with "unreasonable restraints designed to compel the hiring of useless and unnecessary labor." Whether a "restraint" that is used primarily to secure adequate wages, conditions and employment for labor is "unreasonable" seems to link up with the question of when men employed become "useless and unnecessary." However, in singling out the building trades as sinners in that respect Mr. Arnold seems to overlook the fact that other unions follow the same custom. In fact it has become a recognized policy of collective bargaining, particularly as employment dwindles, for a union to negotiate with an employer some understanding of what a man's output per day is, as this policy affects piece rates. Based on approved time studies, the union negotiates for piece rates that will enable the average worker to earn a living wage. In the clothing industry in Chicago, for instance, a joint control board sets all piece rates and specifications. If either employer or union finds that a particular rate is unfair, action

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may be brought before the impartial arbitration board for review.

The clothing industry, unions and the majority of employers, was converted to the idea of this joint board method of control during the NRA days. It has cured some of the ills—vicious undercutting competition, labor unrest, bankruptcies, etc., by putting all the employing shops on a fair basis of competition with each other. And because of its share in setting rates and helping police the industry the union has been able to secure better rates and conditions.

In the automobile industry, as well as most manufacturing plants, labor endeavors to exert a similar control over piece rates. Mr. Ober cites this statement of union policy:

"A worker will want to live up to a standard that he himself helps to set, and agrees to. There can be no dispute between foremen and men about the proper speed of work when production standards have been carefully set up by agreement between the union and management. Some of the most progressive and successful unions have employed this method with benefit."

Union influence in setting piece rates, it may be argued, is not the same as

restraint on the day's output, but it is the same in object: to protect the worker from excessive speed-up; to maintain employment; and to secure an adequate wage. All of these objectives have been long recognized as within the legitimate sphere of collective bargaining.

PROFITS SHOULD BE SHARED

When technological change in an industry results in a larger percentage of profit, organized labor believes that a part of this profit should be shared with the workers in the form of increased wages, even though the new jobs would not be rated as so highly skilled as the old. In an unorganized plant of course just the reverse would be true. There would be considerably less purchasing power in the hands of the working population if labor in strongly organized industries had not worked on this thesis even to the point of convincing management. Employers' acceptance of labor's demand of a share of the increased earnings is defended on the grounds that it will lessen the labor unrest caused by technological change. As the report states, "it has been argued by managers and economists in recent years that it is necessary to include labor in any plan for the distribution of the gains from technological changes in order to forestall the development of opposition policies to

technological change on the part of labor."

As far back as 1899 the Brotherhood of Operative Potters, using such a policy, was able to obtain better wages for men transferred to a machine operation than those remaining on a hand operation requiring greater skill.

In the men's clothing industry in Chicago a machine was introduced to do an operation formerly performed by hand. The employers contended that they give the work to semi-skilled workers at a lower rate than the skilled shop-trimmers. The case was taken to the trade board and then to the board of arbitration, both of which ruled that the trimmers should perform the work at the higher rate of wages. The decision of both boards was based on the contention that the work had formerly been performed by trimmers; now the introduction of the machine was taking the trimmers' work and therefore they should do the work with the machine at trimmers' earnings. In the board of arbitration's decision this comment appears:

"This decision does not give the company the greatest immediate gain from the new machine. The chairman is of the opinion, however, that the company's interests are best served in the long run by avoiding the development of opposition to machinery and new methods."

Technological change generally results



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in lower employment as well as increased productivity but it is seldom that the displaced workers are recognized as a direct obligation of the industry. One striking instance is mentioned by Mr. Ober where a direct tax was imposed on machinery for the benefit of the workers it displaced. This happened in New York City.

TAX FOR UNEMPLOYED

"The important fact about this tax, relevant to this discussion, is that the whole question arose in connection with sharing the economies derived from increased productivity. The pressers at power-driven machines had been paid \$15.00 weekly above the minimum scale fixed for hand pressers; machine pressing is more strenuous than hand pressing and turns out twice as much work. The employees demanded a 20-hour week for machine pressers in order to reemploy displaced hand pressers. The matter was turned over to an impartial chairman for arbitration. He ruled that the wage differential for machine pressers be reduced to \$12 a week and that the difference of \$3.00 plus an additional \$5.00 per week per machine be paid by every employer using pressing machines into a pressers' unemployment fund to be administered by the union and 'used for equitable distribution among unemployed pressers, members of the union.'"

For many years the mine workers have followed the policy that introduction of machinery should not be used to reduce the earnings of workers either by hand or with the machine; and this has been coupled with a further braking process in the industry. The union acts to prevent one operator, by mechanization, from reducing costs so that he can put his competitors out of business. Ever since the first national agreement was signed in 1898, the mine workers has acted as a sort of policing agency to equalize competition in the industry. For some reason this is all right in coal mining and receives government sanction.

The miners argue that when an operator installs new machinery he should receive a "fair" return on his investment, yet not great enough to allow him to undersell his less mechanized competitors. Another part of the increased earnings should go to the miners who work for him. Mr. Ober says,

"The award of the Bituminous Coal Commission of 1920 specifically recognized the contention of the union that miners should share in the savings from new techniques when it stated that after a period of trial of a loading machine the 'mine worker shall receive the equivalent of the contract rates for the class of work displaced *plus a fair proportion of the labor-saving effected.*' Although there is no conclusive evidence to show whether or not earnings of machine miners have increased substantially over earnings of pick miners, it is generally believed that an effect of the differential has been to prevent a decrease in earnings of hand miners because of machine-mining competition. Demands that the

wage negotiations in the mining industry should take into account increases in productivity because of mechanization are still part and parcel of the policy of the United Mine Workers of America."

There is an old saying which expresses perfectly the attitude of organized labor on the question of hours of work: "So long as there is one man who seeks employment and cannot obtain it, the hours of labor are too long." In spite of the way unions have gradually pressed down the workday and the workweek into shorter limits—hours are still too long to allow the absorption of the millions of unemployed. That is what technological change has done to manpower. Unions have been the only effective force working to shorten hours. Where hours have been shortened through legislation it has been because unions instigated and supported such legislation. However, the greatest advances in this direction are always embodied in union agreements. The Brotherhood of Electrical Workers' Local Union No. B-3 has stipulated the six-hour day, 30-hour week in its agreements for several years and is a leader in the fight to secure its wider adoption in the Building Trades. Local Union No. 40 provided for the 30-hour week for its members in the moving picture industry as far back as 1933. Even back in 1910 when Samuel Gompers was campaigning for the eight-hour day he warned that "workers with the aid of new machinery within the period of the present generation have in nearly all occupations greatly increased product," therefore, he argued, to reduce the work day from 10 hours to eight would not in the long run result in smaller production.

STILL SHORTER HOURS NEEDED

Actually, the shorter workday and workweek has in most instances improved efficiency through improvement in health and morale of workers and operating economy of plants as well as through the continuing technological change and it has been necessary to continue the pressure for shortened hours in order to take up the slack of unemployment.

Another device for the protection of workers is seniority. The application of this varies infinitely. Strictest interpretation is in railroads where job tenure is based principally on length of service. Mr. Ober mentions some agreements in the building trades, including one by our L. U. No. B-3, which provide that one union member of the age of 55 or over must be included in every group of a certain number employed—in this case one of every 10 workers. The possibility of securing an annual employment guarantee depends greatly on whether the industry can stabilize its production over the entire year, but the annual vacation is provided in an increasing number of union contracts.

Now what of the worker who loses his job and probably his place in the industry through technological change? Union policy inclines toward the dismissal wage where employment within the industry cannot be found. Due to the efforts of the Railway Labor Executives Association, provision for dismissal compensation was included in 1936 in the federal railroad employment legislation. This is to protect employees

eliminated by consolidation of railroads, and if the employee elects to take a lump sum it amounts to from three to 12 months' wages. In other industries, too, it is coming to be recognized that a worker steadily employed over a period of years has something like a property right in his job and should receive compensation if for no fault of his own he must be dismissed.

A very interesting analysis of union-management cooperation concludes the report. There seems no doubt that unions can bend their collective intelligence toward smoothing out many of the technical problems of industry. Factories on the verge of bankruptcy have invited in unions to help reorganize the plant. This happened in several specific instances in the clothing industry. Union representatives by their knowledge of plant processes have improved efficiency; by their skill in handling people they have made the organized employees more effective than the same people were before they received union cards. The happy ending is achieved when the management can report a profit in a highly competitive industry; and when the workers receive their reward in the form of better wages, greater security.

It doesn't always work out like that. Self interest is naturally a ruling motive. Employees are sympathetic to the idea of increasing efficiency in order to keep the boss in business, and save their jobs. But the individual worker is not an unthinking cog in the machine. If it becomes evident that greater efficiency leads to fewer jobs—well, as someone remarked, "No group of American workmen will help you saw off the limb on which they are sitting." In a perfect world union cooperation plus management cooperation would lead to greater prosperity for all involved. But this world is full of imperfect people, and therefore the employer who has a cooperative ideal and wants to observe fair standards has to compete with the cut-throat boss who wouldn't know an ethic if he was knocked down by one. As Isador Lubin, United States Commissioner of Labor Statistics, said gloomily at a hearing on the Fair Labor Standards Act of 1937,

"By cutting wages, compelling labor to work inhumanly long hours, employing children, many a producer has not only weathered economic storms but has actually profited by them. And he has usually done so at the expense of his competitor who has refused to stoop to similar tactics. In too many instances the ability to sweat one's labor has supplanted efficiency as the determinant of business success."

The policy of cooperation with the fair employer, of making the plant run smoothly, of contributing intelligence as well as brawn so that the plant can pay the higher union rates and still meet competition, still is advocated by the American Federation of Labor. But it has come to be realized that the logical next step is to extend union organization over entire industries or at least over the competitive producers in order that all labor standards may be placed on approximately the same level.

Cooperation rather than hostility has long been a policy of the I. B. E. W. Among evidences of it Mr. Ober mentions the Council on Industrial Relations for the Electrical Construction Industry, a joint council of employers and union heads which is functioning actively for the peaceful settlement of disputes. Through its Research Department this union has been armed with logic instead of force in conducting all negotiations. It has progressed and increased in membership virtually without resort to the strike.

LOCAL UNION OFFICIAL RECEIPTS FROM MAY 13 TO JUNE 10, 1940

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B-1—	156 157	B 310265 310266	327840 327940	22577 22578	55761 55780	256—
B 244960 244986	239291 239336	390695 390706	103—	119916 119964	258001 258020	395983 396000
387331 387361	458466 458818	B 816217 816446	22042 22045	157—	51526 51565	257—
564335 564620	185987 185993	872195 872216	33821 33827	837304 837333	21561 21574	475363 475388
B 818693 818787	B-28—	67—	41589 42286	158—	106249 106258	259—
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B-2—	928221 928235	68—	104—	159—	B 237246 237253	787168 787210
567961 568190	30—	148605 148616	186901 187450	6463 6501	B 238235 238237	262—
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219291	219303	388646	388649	143983	143990	522751	522768	386177	386203	271209	271212	152434	152462
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Local 442)		41730		585000		510—	331904 331907	573—	270804 270804	621175	621180	B 38562	38563
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B-160— 605014, B-731500, 377798-800. 164— 211239, 879040. 177— 330261, 592795, 799-800, 802, 804. 193— 302013. B-202— B 61562, 564, 622, 477637, B 899951, 966- 967. 213— 645139, 480, 516. B-216— B 751819, 605860. B-244— 409537, 556. 245— 178209, 330. 259— 787200. B-263— 251109. B-277— 360811, 960. 278— 126876-877. B-302— B 274215. B-304— 614389. 307— 116820. B-309— 219292-293. 313— 884832-833. 321— 445667. 326— 37082, 296869. 329— 222646. 332— 267011, 032, 116-120, 212. B-357— 442087. 366— 410128. B-372— 816662-663, 665, B 870275, 285. 398— 931257, 266. 401— 139141, 147, 160, 162-163, 165-166. 411— 205750.	L. U. B-412— B 953589. 415— 386499. 442— 909877, 879, 883-885, 893, 917-918, 921- 923, 925-926, 931, 934, 943, 951, 954. B-446— 123645, 655. B-453— 53937-938, B 700939. 454— 761922. B-456— B 307809. B-465— B 22743. 466— 920203. 467— 754934. 479— 83086, 092, 094, 225401. 487— 290383, 588556, 558-559. 488— 125703, 174372. B-495— 306792. 505— 178479, 494. 525— 394206. B-566— 394076, 555625, 994875, 924. 567— 247763. B-569— 270726, 413121. 594— 222788. 605— 291192. B 301106, 110, 121, 126, 128. 618— 282704. B-624— 319740, 742. 631— 93707. B-640— 262113. B-659— 485704, 716, 732, 737, 775, 782, 796, 901, 612029, 080. 660— 151291. 665— 334594. 678— 466526. B-702— 135698 - 700, 211851, 212072, 086, 812162. B-703— 379621. 712— 171390. 716— 103186, 557621. 718— 144000. 724— 349030.	L. U. B-727— 147067-068. 732— 119068. 780— 389863. B-795— 249907, 918. B-818— B 325247. 824— 760370-371. B-844— 312906. 865— 10392. B-876— 564407, 789800, 866. 933— 401786. B-949— 455341, 490, 609, 785, 851, 922, 456009, 076, B 786668. B-965— 13332, 382, B 52284, 301, 304, 428. 996— 393301, 307. B-1000— B 104457. B-1005— B 7594, 7674, 7742, 7753, B 94753. B-1030— B 185882-890. B-1052— B 318526. B-1065— B 331578-580. B 753930. B-1067— B 735090. 1072— 971000. B-1128— B 301622. B-1132— B 965423. 1141— 152084. B-1146— 619956. 1147— 423011, 053, 063. B-1154— 31079, 718167, 169, 185, 939687. B-1163— B 958269, 283. B-1164— B 3398, 3454, 3596, 3729, B 95999-96000. 1175— 421509. B-1176— B 736205. 1183— 610059. Previously Listed Missing—Rec. 16— 313977, 979. 60— 471331-340.	L. U. 177— 592800. 187— 525362-365. 211— 659371-380. B-304— B 243497, 506, 508, 563230. 331— 113274-276. 348— 123083, 090, 092, 107, 119, 127. B-431— 75286-288. 525— 394201-210. 584— 140715. 594— 222788. 595— 124806-810. B-645— 755475-480. 771— 753129-130. B-788— 130633-635. B-876— 564371. B-949— 391571-580. B-992— B 260817-818. B-1020— B 322391-395. B-1027— B 333707-708, 720, 722, 725, 729, B 891249. B-1046— B 229266. B-1065— B 331567-568, 578-580, B 753930. B-1132— B 303350. 1148— 605255. B-1162— B 327377. BLANK 16— 368321. 487— 84681. 567— 247735-740. 581— 928085-090. 584— 268913-914. 643— 948415. 865— 192346. Previously Listed Void—Not Void 16— 202531. 1140— 604052. Previously Listed Missing—Not Missing 174— 80124.
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SECRETARY SITS ON SSB COUNCIL

(Continued from page 351)

any other major groups dealing with employment and training whose resources and activities can best be coordinated with the National Defense Program through the public employment service."

WOMEN'S AUXILIARY

(Continued from page 369)

We are now meeting at Yauch's Restaurant (upstairs), 42 Commerce St., Newark (near Broad St.), second Wednesday of each month at 8 p. m. Everyone attending meetings is

pleased with our new quarters. Come out and see for yourself.

After our next meeting on Wednesday evening, June 12, we will close for the summer.

MARGARITE W. MANDEVILLE.

55 Concord Ave.,
Maplewood, N. J.

MEXICO MAY PLAY GRAVE ROLE

(Continued from page 352)

as ours. Mexico has had such a taste of foreign domination that she will not voluntarily accept it again while she has the power to resist; while her knowledge of the bitter consequences of domestic

dictatorship is far more personal than ours. As a good neighbor there is much we can do to help her achieve a more complete democracy.

COORDINATION OF TRAINING

(Continued from page 359)

Office of Education, Federal Security Agency—representing government.

The apprenticeship program throughout the country is administered under the Division of Labor Standards, U. S. Department of Labor, with William F. Patterson as chief of apprenticeship.



JINGLE, JINGLE!

Sing a song of nickels,
A pocket full of junk,
Life is what you make it,
And all that other bunk.
When the week is over,
You know you're on the skids,
But you cash your check and take it home
To feed the wife and kids.

LEFTY VAUGHN,
L. U. No. 617, San Mateo, Calif.

* * *

APPEASEMENT

Should you resent not insults when such
things come your way,
And be quite undisturbed by what your unjust
critics say,
And also "turn the other cheek" the second
slap to feel,
The world will ply its toe to you, as just
another heel.

A. H. URTUBEES,
L. U. No. 292.

* * *

ASLEEP AT THE SWITCH

The armature raced in a magnetic field
Whose flux was about ready to yield,
Drawing power from an overloaded line
Which flowed in a wave-like sine.

Amperes and volts were having a fight
Trying to overcome the resistor's might,
Switches snapped, lights responded,
Even the bell in alarm sounded.

Sparks were emitted by the high-tension coil,
The insulating pitch started to boil,
The growler let forth a terrific scream
When 'twas placed in the electronic stream.

The circuit breaker arc'd a flash,
The rheostat smelled like burning hash;
As if sensing something the matter
The relays commenced loudly to chatter.

Condensers loaded to high capacity
(Not with gin, but surging 'lectricity),
And loaded busses started smoking,
The acrid fumes had everyone choking.

The neon tubes shot off their gas,
('Twas not the kind the enemy has)
Its molecules left a cathode hot,
Being attracted to a more positive spot.

The current raced the circular mills
And in overcoming the conductor's chills
It made the transformer rather warm,
Whose core became a quivering form.

Meter pointers began to flutter
And fuses galore began to sputter!
Other indicators came to a halt
As if uncertain as to the fault.

The dynamos were rarin' to be
Included in this grand melee
As they whined in shrilling tones
That penetrated to the very bones.

(As I awoke from my dream
I ran quickly to shut off the steam,
Then I noticed that all was well—
I must have dozed quite a spell!)

P. K.,
L. U. No. B-1010.



Neglected no longer is "that lonely little spot" in a Cleveland cemetery where sleeps the baby daughter of Walter H. Hendrick. In response to his poem published in the April issue, on this page, Cleveland Brothers covered the little grave with blossoms on Memorial Day. Our old pal, John F. Masterson, was one of those participating in this gracious evidence of brotherly sympathy.

* * *

THAT RED BLOT ON OUR BALLOT

In the national fall election
There's a flock of things I note,
We should give consideration
Long before we cast our vote.

There are parties and candidates
Who would like to have us think
They would benefit our country—
But may put us on the blink.

There's Democrats, Republicans,
Farm Laborite—New Deal.
There's Communist, Socialist
All filled with ready zeal.

The worst and best among them
Competing for the seat
Will tell us of the good things
They will give us if they beat.

There's one who's graced the White House
For the past two terms, you know,
Will probably tell the voters
They should make it three or fo'.

Now there's Willkie and McNary
Both vying for Washington.
There will be many others
Long before this thing is done.

If the Nazis and the Fascists
Had their names on as well,
We'd be ready for a battle
And would raise old merry H—.

Now why should we be partial
To the Reds and let them stay,
With their name upon our ballot
On the next election day?

Some will say it doesn't matter,
But, my friends, you can't be sure,
They have many busy workers
Who can cast a tempting lure.

When I go to cast my ballot
Just like every other man,
I want to know that all the parties
Are for all things American.

J. J. DUNCAN.



THE UNDERGROUND WIREJERKERS' SONG

Swing those huge wrenches
In dugouts and trenches,
Inserting the conduits down there,
With offsets and bends
At the manholes' ends
Constructed with painstaking care.

Keep reels a-rolling,
Skillfully installing
Conductors to carry the load;
With hands apt and able
Feed in lengths of cable
Extending for miles on the road!

Feed into panels
From underground channels
Circuits in orderly array;
Hook up all sections
With firm connections
In an efficient, craftsmanlike way!

When the juice is applied
Watch, with justified pride,
The flawless work, pleasing to see;
Admire with thrill
Results of your skill—
You cable-slingers of Local Three!
ABE GLICK (A'Bit o' Luck),
L. U. No. B-3.

* * *

THE BOOMER

There's a race of men that don't fit in,
A race that can't stay still,
So they break the hearts of kith and kin
And roam the world at will.
They say, "Could I but find my proper place
What a deep mark I would make!"—
So they chop and change and each fresh move
Is only a fresh mistake.

They boom around from town to town
With their tools upon their backs,
From East to West, from North to South—
Stability is all they lack.
They meet a Brother here and there
Who helps them on their way,
But—the job they hope to land on soon
Is just the same as their yesterday.

Oh, Brothers dear from far and near,
Who wander through the years,
Oft-times broke, and hungry, too,
For you we shed our tears.
No home ties to hold you steady,
No place to call your own—
The open road is your destiny,
It seems to be your fate to roam!

So you chop and change and seek a goal
Beyond the ken of man;
Far pastures have always looked more green
Since this old world began;
So Brothers mine, please read these lines
Before you start to roam—
From North to South, from East to West,
You'll find there is no better place
Than here—which we call home.

JOE MEEK,
L. U. No. 200.

* * *

"SCAB"

(A definition)

A filthy rodent, whose devourin' greed
To his own destruction is sure to lead!

“BEFORE the Western Hemisphere can be regarded as adequately strong for the purpose of resisting aggression, it will be necessary to overcome the inefficiencies found in the chronic unemployment of resources, both of labor and materials. These inefficiencies are primarily financial in character, and are, in part, due to the failure to formulate new methods and to adjust to new conditions. The appearance of war has now broken down some of the resistances of inertia, and economic measures which have hitherto been considered too drastic for application in the cause of raising standards of life, may be introduced for the purpose of achieving economic solidarity in the Western Hemisphere. Latin America's problem of unstable prices for raw materials and our problem of unemployment are interrelated at many points. By adopting measures which will give full employment here, we can extend trade advantages to Latin America superior to those which Germany was giving.”

—*The Plan Age.*